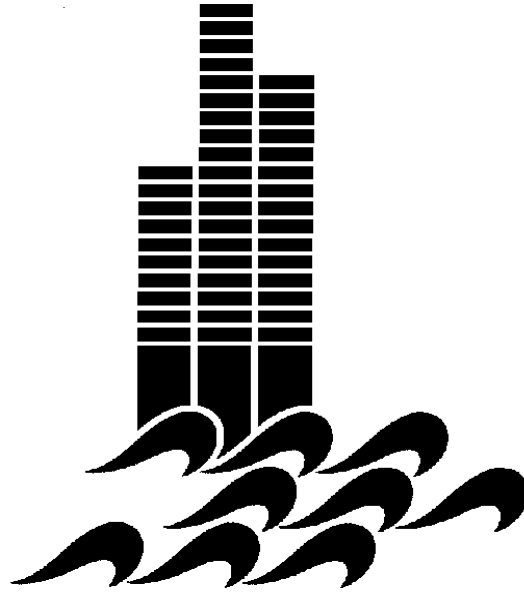


# CITY OF LONG BEACH



## EQUAL EMPLOYMENT OPPORTUNITY PLAN

**DRAFT**

**PROGRAM YEARS  
2002 - 2003**

# TABLE OF CONTENTS

<u>Section</u>	<u>Page</u>
<b>I. Introduction</b>	
Policy.....	1
<b>II. Responsibility</b>	
- City Manager.....	3
- Director of Human Resources.....	3
- Equal Employment Opportunity/ADA Office.....	4
- Civil Service Department.....	4
- City Attorney's Office.....	5
- Department Heads.....	5
- Equal Employment Opportunity Counselors.....	6
- City Employees.....	8
- EEO Complaints and Counseling.....	8
<b>III. Work Force Statistics</b>	
A. Citywide Work Force.....	10
B. Fire Department Work Force	
- Sworn Personnel.....	11
C. Police Department Work Force	
- Sworn Personnel.....	12
<b>IV. Relevant Labor Market Statistics</b>	
A. Los Angeles County + Orange County.....	13
<b>V. Work Force Utilization Analysis</b>	
A. Narrative	
- Female.....	16
- Black.....	17
- Hispanic.....	17
- Asian.....	17
- American Indian.....	18
B. Charts	
- Citywide Work Force.....	19
- Fire Department Work Force.....	20
- Police Department Work Force.....	21

<b>VI. Objectives To Address Under-Utilization.....</b>	<b>22</b>
- Steps to Achieve Objectives.....	23
<b>VII. Dissemination</b>	
A. Internal.....	24
B. External.....	24
<b>VIII. Conclusion.....</b>	<b>26</b>
<b>IX. Work Force by Department.....</b>	<b>27</b>
- City Auditor	
- City Clerk	
- City Manager	
- City Prosecutor	
- Civil Service	
- Community Development	
- Financial Management	
- Fire	
- Harbor	
- Health & Human Services	
- Human Resources	
- Law	
- Legislative	
- Library Services	
- Long Beach Energy	
- Oil Properties	
- Parks, Recreation & Marine	
- Planning & Building	
- Police	
- Public Works	
- Technology Services	
- Water	
<b>X. Position Titles by Job Category.....</b>	<b>58</b>
- Officials/Administrators	
- Professionals	
- Technicians	
- Protective Services	
- Para-Professionals	
- Office/Clerical	
- Skilled Craft	
- Service/Maintenance	

<b>XI. Comparative Analysis of Work Force.....</b>	<b>63</b>
<b>XII. Historical Data Charts.....</b>	<b>64</b>

## **Preface**

The general labor market statistical data from the 2000 Census will not be available until mid-2003. The United States Bureau of the Census and the Equal Employment Opportunity Commission (EEOC) are reviewing the data in an effort to provide an effective reporting method. Therefore, the City's current relevant labor market availability cannot be updated until the census data is released. For purposes of this report, the 1990 Census data will continue to be used to determine the City's relevant labor market availability data.

## **Equal Employment Opportunity Policy**

It is the policy of the City of Long Beach to actively promote and provide equal employment opportunity to all persons on all matters affecting City employment. The City of Long Beach is committed to a policy of non-discrimination in employment practices, and reaffirms its commitment that no person shall benefit or be discriminated against on the basis of race, religion, color, national origin, ancestry, physical or mental disability, medical condition, marital status, age, sex, sexual orientation, or any other basis that is inconsistent with federal or state statutes, the City Charter, ordinances, resolutions, rules, or regulations.

This Equal Employment Opportunity Plan (EEOP), hereafter referred to as EEOP, will become effective the date of adoption by the City Council, or from January 1, 2002 to December 31, 2003, or until revised. The EEOP will be updated every two years; however, the City Manager will provide an annual status report to the City Council. The

## **RESPONSIBILITY**

The City Council adopts the EEOP by resolution to reaffirm the City's commitment to equal employment opportunity for all persons in all areas affecting City employment.

The EEOP requires the cooperation of City officers and employees to achieve program success. To ensure program success, specific responsibilities have been delegated.

### **City Manager**

The City Manager, as Chief Administrative Officer of the City, has the ultimate responsibility of carrying out equal employment opportunity policy. Therefore, the City Manager is the official signatory on any document requiring certification of compliance with equal employment opportunity rules and regulations. The City Manager shall:

1. Review and approve the EEOP;
2. Ensure that the City of Long Beach adheres to the stated policy of equal employment opportunity and complies with the intent and objectives of the EEOP;
3. Evaluate the City's overall performance in obtaining a work force representative of its relevant labor market.

### **Director of Human Resources**

The Director of Human Resources reports directly to the City Manager regarding the administration of the Equal Employment Opportunity Office. Upon completion of the hiring process, the Director has primary responsibility for all personnel-related matters, except as detailed in the Civil Service Rules and Regulations. The Director of Human Resources shall:

1. Assist Departments with recruitment, referral, screening, and record keeping for unclassified employees;
2. Review and modify employment practices to avoid adverse impact and unlawful discrimination;
3. Ensure that managers address areas of under-utilization in their departments to maintain a workforce representative of the relevant labor market.
4. Implement programs to ensure the success of the EEOP.

Equal Employment Opportunity/ADA Officer has been delegated the responsibility for administering this program.

To ensure enactment of this policy, the City Manager has approved this EEOP, and the City Council, the City's policy-making body, has adopted it by resolution. The EEOP establishes responsibility and accountability for the City's Equal Employment Opportunity Program. The plan analyzes the City's work force, identifies areas of under-utilization, and establishes specific objectives for addressing areas of under-utilization for achieving a representative work force at all levels of employment. The City requires the full support and cooperation of its officers and employees in following both the spirit and intent of this EEOP. Equal opportunity is consistent with sound management and quality services.

### **Equal Employment Opportunity Office**

The Equal Employment Opportunity Officer represents the City on all equal employment opportunity matters and discrimination complaints, except those brought before the Civil Service Commission. The Equal Employment Opportunity Officer shall:

1. Prepare the City's EEOP;
2. Prepare annual reports for the City Council, City Manager, and the Director of Human Resources regarding the City's work force utilization;
3. Coordinate and/or direct equal employment opportunity activities within the City;
4. Provide training and technical assistance to City departments on the EEOP and EEO matters;
5. Administer a system for resolving employment opportunity complaints from employees, applicants, and third parties;
6. Submit an annual status report on discrimination complaints filed against the City to the City Manager and the Director of Human Resources;
7. Review all policies, procedures, rules, and appropriate documents for compliance with EEO laws and regulations;
8. Prepare administrative regulations and/or personnel policies to ensure proper implementation and maintenance of EEO practices and procedures;
9. Monitor departmental compliance with state and federal EEO laws and regulations;
10. Interface with state and federal regulatory agencies regarding complaints, investigations, and reporting requirements.

### **Civil Service Department**

The Civil Service Department has the primary responsibility for recruitment, testing, validation, certification, data collection, and reporting for the classified service in accordance with state and federal regulations. These activities are coordinated in conjunction with the Equal Employment Opportunity Office. The Civil Service Department shall:

1. Recruit applicants in a manner consistent with established objectives set to address under-utilization, as stipulated in the EEOP;



2. Advertise job openings in various forms of media as to maximize recruitment efforts to address under-utilization objectives;
3. Maintain liaisons with relevant community groups for recruitment purposes;
4. Test applicants in a manner consistent with applicable state and federal testing guidelines;
5. Monitor the certification process;
6. Collect, analyze, and maintain applicant flow data;
7. Prepare and submit required reports and documents to governmental agencies;
8. Review and revise Civil Service Rules and Regulations and Operating Procedures for compliance with EEO laws, regulations, and guidelines;
9. Ensure that minimum requirements and examinations are job-related.

### **City Attorney's Office**

The City Attorney is responsible for handling all lawsuits, civil actions, and proceedings in which the City may have a legal interest. As such, complaints of discrimination and non-compliance, which are served upon the City by external regulatory agencies shall be referred to the City Attorney's Office for advice and/or appropriate action.

### **Department Heads**

For the purposes of implementing the EEOP, a department head shall include all department heads appointed by the City Manager or the City Council, and elected officials who choose to participate in the City's program. Each department head shall:

1. Comply with all aspects of the City's EEOP;
2. Implement the City's EEO policy;
3. Develop, implement, and revise departmental EEO programs, as appropriate;
4. Establish and monitor objectives for addressing under-utilization for all job categories;
5. Establish specific steps to achieve the objectives listed in #4 above;
6. Designate specific program responsibility within the department;
7. Inform all employees of the City's EEO policy and the EEOP;

8. Conduct outreach recruitment for unclassified positions and for classified positions, when appropriate;
9. Maintain data required to document EEO practices;
10. Advise the Civil Service Department of specific recruitment needs for addressing under-utilization;
11. Develop training and career advancement programs for employees;
12. Submit an annual report no later than October 31<sup>st</sup> to the Director of Human Resources regarding actions taken to address under-utilization in all job categories.
13. Assist the Equal Employment Opportunity Office in resolving EEO complaints regarding departmental employment practices.

#### **Equal Employment Opportunity Counselors**

Each department head designates an Equal Employment Opportunity Counselor to act as a liaison between management and employees for EEO matters. To be effective, the Equal Employment Opportunity Counselor should have sufficient organizational authority and access to the department head. Each Equal Employment Opportunity Counselor shall:

1. Be knowledgeable of the City's EEO policy and the EEOP;
2. Apprise management of employee concerns regarding EEO matters;
3. Assist in resolving problems and concerns related to EEO matters;
4. Serve as the department's primary contact person on all internal and external EEO matters;
5. Make recommendations to management for efficient operation of the EEOP;
6. Analyze departmental utilization ratios.

Designated Equal Employment Opportunity Counselors:

<b><u>Department</u></b>	<b><u>Name</u></b>	<b><u>Phone Number</u></b>
City Attorney	Karen Brandt	570-2200
City Auditor	Earl Hobbs	570-6434
City Clerk	Julie Butera-Folcik	570-6228
City Council	Roxana Valencia	570-6605
City Manager	Steve Scott	570-6835
City Prosecutor	Linda Kalte	570-5621
Civil Service	Herman Long	570-6785
Community Development	Jim Hurst	570-6960
Financial Management	David Gonzalez	570-5045
Fire	Dan Gooch	570-2517
Long Beach Energy	Suzanne Mason	570-2002
Harbor	Toni Whitesell	590-4128
Health & Human Services	Michael Johnson	570-4012
Human Resources	Dora Jones	570-6304
Library	Theressa Graham	570-6110
Oil Properties	Lennie Arazo	570-3925
Parks, Recreation & Marine	Kevin Prelgovisk	570-3200
Planning & Building	Willie Miranda	570-6038
Police	Debbie Bonesteel-Smith	570-7310
Public Works	Brian Burns	570-3269
Technology Services	Patty Heintzelman	570-6898
Water	Ken Walker	570-2379

### **City Employees**

All City employees shall:

1. Demonstrate sensitivity and respect to fellow employees and the public;
2. Submit suggestions for strengthening their departmental EEO Program;
3. Advise supervisors of their desire to participate in training and/or educational activities that may enhance skill development, improve current job performance, or provide career development;
4. Assist with identifying EEO problems or concerns.

### **EEO Complaints and Counseling**

There are two administrative processes available to City employees, job applicants, and third parties for resolving EEO complaints. Individuals may file EEO complaints with the City's Equal Employment Opportunity Office or with the Civil Service Commission for matters under the Commission's authority. Both processes are designed to resolve EEO complaints and minimize the financial impact to the complainant and the City.

Counseling is available to City employees, applicants, and third parties at the Equal Employment Opportunity Office and by the departmental Equal Employment Opportunity Counselors.

## **CITY OF LONG BEACH WORK FORCE**

The figures shown in the following charts are reflective of the City's work force as of January 1, 2002.

**City of Long Beach Work Force by Job Category\***  
(Permanent Full Time Work Force as of 01/01/02)

Job Category			Totals	Male					Female				
				White	Black	Hispanic	Asian	American Indian	White	Black	Hispanic	Asian	American Indian
Officials/Administrators <sup>(1)</sup>			261	120	11	15	16	2	65	14	9	9	0
			100%	46.0%	4.2%	5.7%	6.1%	0.8%	24.9%	5.4%	3.4%	3.4%	0.0%
Professional			609	166	25	43	64	1	186	40	28	56	0
			100%	27.3%	4.1%	7.1%	10.5%	0.2%	30.5%	6.6%	4.6%	9.2%	0.0%
Technician			187	77	16	21	22	0	24	9	7	11	0
			100%	41.2%	8.6%	11.2%	11.8%	0.0%	12.8%	4.8%	3.7%	5.9%	0.0%
Protective Services	Fire	Officials <sup>(2)</sup>	124	96	6	18	2	1	1	0	0	0	0
			100%	77.4%	4.8%	14.5%	1.6%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%
		Fire Fighters <sup>(3)</sup>	341	223	30	58	16	2	11	0	1	0	0
			100%	65.4%	8.8%	17.0%	4.7%	0.6%	3.2%	0.0%	0.3%	0.0%	0.0%
	Police	Officials <sup>(2)</sup>	166	134	4	12	4	1	7	0	4	0	0
			100%	80.7%	2.4%	7.2%	2.4%	0.6%	4.2%	0.0%	2.4%	0.0%	0.0%
		Patrol Officers <sup>(4)</sup>	731	375	50	155	63	3	56	7	19	2	1
			100%	51.3%	6.8%	21.2%	8.6%	0.4%	7.7%	1.0%	2.6%	0.3%	0.1%
	Other <sup>(5)</sup>		227	99	22	34	15	1	33	16	6	0	1
			100%	43.6%	9.7%	15.0%	6.6%	0.4%	14.5%	7.0%	2.6%	0.0%	0.4%
Para-professional			106	21	0	4	8	0	30	9	17	16	1
			100%	19.8%	0.0%	3.8%	7.5%	0.0%	28.3%	8.5%	16.0%	15.1%	0.9%
Office/Clerical			962	68	33	36	20	0	311	183	169	134	8
			100%	7.1%	3.4%	3.7%	2.1%	0.0%	32.3%	19.0%	17.6%	13.9%	0.8%
Skilled Craft			442	254	60	78	31	5	11	1	2	0	0
			100%	57.5%	13.6%	17.6%	7.0%	1.1%	2.5%	0.2%	0.5%	0.0%	0.0%
Service/Maintenance			542	151	170	140	30	2	14	17	18	0	0
			100%	27.9%	31.4%	25.8%	5.5%	0.4%	2.6%	3.1%	3.3%	0.0%	0.0%
Total (Gender/Race)			4,698	1,784	427	614	291	18	749	296	280	228	11
			100%	38.0%	9.1%	13.1%	6.2%	0.4%	15.9%	6.3%	6.0%	4.9%	0.2%

\*U. S. Department of Justice Groups

(1) Citywide-Excludes Sworn Police and Fire Officials

(2) Fire Officials -Fire Captain and above; Police Officials-Sergeant and above

(3) Includes Fire Fighter and Fire Recruit only

(4) Includes Corporals, Police Officers and Police Recruits only

(5) Includes Marine Safety Personnel, Security Officers, Parking Control Checkers, Park Rangers, and Animal Control Officers

**City of Long Beach**  
**Fire Department Work Force by Job Category\***  
(Permanent Full Time Work Force as of 01/01/02)

	Job Category	Totals	Male					Female				
			White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Officials	Fire Chief	1	1	0	0	0	0	0	0	0	0	0
		100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Deputy Fire Chief	5	4	0	0	1	0	0	0	0	0	0
		100%	80.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Asst. Fire Chief	3	3	0	0	0	0	0	0	0	0	0
		100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Battalion Chief	14	13	1	0	0	0	0	0	0	0	0
		100%	92.9%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Fire Captain	101	75	5	18	1	1	1	0	0	0	0
		100%	74.3%	5.0%	17.8%	1.0%	1.0%	1.0%	0.0%	0.0%	0.0%	0.0%
	Totals	124	96	6	18	2	1	1	0	0	0	0
		100%	77.4%	4.8%	14.5%	1.6%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%
Firefighters	Fire Boat Operator	6	6	0	0	0	0	0	0	0	0	0
		100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Fire Engineer	88	67	6	12	3	0	0	0	0	0	0
		100%	76.1%	6.8%	13.6%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Firefighter	246	149	24	46	13	2	11	0	1	0	0
		100%	60.6%	9.8%	18.7%	5.3%	0.8%	4.5%	0.0%	0.4%	0.0%	0.0%
	**Totals	340	222	30	58	16	2	11	0	1	0	0
		100%	65.3%	8.8%	17.1%	4.7%	0.6%	3.2%	0.0%	0.3%	0.0%	0.0%

\*U. S. Department of Justice Groups

\*\*Total does not include Marine Safety Personnel

**City of Long Beach**  
**Police Department Work Force by Job Category\* (Sworn Personnel)**  
(Permanent Full Time Work Force as of 01/01/02)

			Male					Female				
	Job Category	Totals	White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Officials	Chief of Police	1	1	0	0	0	0	0	0	0	0	0
		100%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Deputy Chief of Police	4	3	1	0	0	0	0	0	0	0	0
		100%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Police Commander	12	11	0	1	0	0	0	0	0	0	0
		100%	91.7%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Police Lieutenant	28	22	0	0	1	1	2	0	2	0	0
		100%	78.6%	0.0%	0.0%	3.6%	3.6%	7.1%	0.0%	7.1%	0.0%	0.0%
	Police Sergeant	121	97	3	11	3	0	5	0	2	0	0
		100%	80.2%	2.5%	9.1%	2.5%	0.0%	4.1%	0.0%	1.7%	0.0%	0.0%
	Totals	166	134	4	12	4	1	7	0	4	0	0
		100%	80.7%	2.4%	7.2%	2.4%	0.6%	4.2%	0.0%	2.4%	0.0%	0.0%

Patrol Officers	Police Corporal	50	40	1	2	0	1	5	0	1	0	0
		100%	80.0%	2.0%	4.0%	0.0%	2.0%	10.0%	0.0%	2.0%	0.0%	0.0%
	Police Officer	636	320	45	138	55	2	48	7	18	2	1
		100%	50.3%	7.1%	21.7%	8.6%	0.3%	7.5%	1.1%	2.8%	0.3%	0.2%
	**Totals	686	360	46	140	55	3	53	7	19	2	1
		100%	52.5%	6.7%	20.4%	8.0%	0.4%	7.7%	1.0%	2.8%	0.3%	0.1%

\*U. S. Department of Justice Groups

\*\*Total does not include Security Officers



## **RELEVANT LABOR MARKET (RLM)**

The City of Long Beach uses Los Angeles County and Orange County as its Standard Metropolitan Statistical Area (SMSA). SMSA's are intended to reflect the general areas for recruitment, as well as the areas where most employees live. This is a practice accepted by the federal government, and further defined in case law. Census figures for general labor market availability for the SMSA are the standards which the City has traditionally used to establish equal employment objectives and to measure the progress toward a diverse work force. The relevant labor market for the City is the combined labor forces of Los Angeles and Orange Counties, since both counties are used as primary areas for recruitment and where most employees live. At this time, 69.7% of permanent full-time City employees live in Los Angeles County, 25.2% live in Orange County, and 5.1% live in other counties.

The figures used in the chart are based upon the 1990 U.S. Census data for each of the eight standard EEO-4 job categories. The data has been broken down by gender within each racial/national origin group.

**City of Long Beach**  
**Relevant Labor Market\* (RLM)**  
(Los Angeles County + Orange County)

Job Category*	Totals*	Male					Female				
		White	Black	Hispanic	Asian	American Indian	White	Black	Hispanic	Asian	American Indian
Officials/ Administrators	554,528	256,994	14,917	45,731	34,301	1,040	141,749	14,368	26,743	17,651	1,034
	100%	46.3%	2.7%	8.2%	6.2%	0.2%	25.6%	2.6%	4.8%	3.2%	0.2%
Professional	393,866	148,437	9,699	16,582	31,032	597	117,118	17,205	18,941	33,643	612
	100%	37.7%	2.5%	4.2%	7.9%	0.2%	29.7%	4.4%	4.8%	8.5%	0.2%
Technicians	163,068	39,426	4,094	9,927	14,314	249	47,634	22,857	5,538	8,812	10,217
	100%	24.2%	2.5%	6.1%	8.8%	0.2%	29.2%	14.0%	3.4%	5.4%	6.3%
Protective Services	87,986	39,966	13,576	15,359	4,555	445	7,432	3,001	2,858	632	162
	100%	45.4%	15.4%	17.5%	5.2%	0.5%	8.4%	3.4%	3.2%	0.7%	0.2%
Para- professional	6,349	1,087	111	313	541	28	2,384	426	785	668	6
	100%	17.1%	1.7%	4.9%	8.5%	0.4%	37.5%	6.7%	12.4%	10.5%	0.1%
Office/Clerical	668,598	66,495	16,559	37,733	19,772	633	302,667	57,453	113,886	50,928	2,472
	100%	9.9%	2.5%	5.6%	3.0%	0.1%	45.3%	8.6%	17.0%	7.6%	0.4%
Skilled Craft	262,159	115,364	13,465	108,439	14,318	1,122	4,316	1,197	3,119	736	83
	100%	44.0%	5.1%	41.4%	5.5%	0.4%	1.6%	0.5%	1.2%	0.3%	0.0%
Service/ Maintenance	401,030	85,382	28,492	195,101	22,750	1,258	15,716	6,734	40,113	5,239	245
	100%	21.3%	7.1%	48.6%	5.7%	0.3%	3.9%	1.7%	10.0%	1.3%	0.1%

\* 1990 Census of Population

\*\* Job Categories by EEO-4 Groups

## WORK FORCE UTILIZATION ANALYSIS

To determine level utilization, the percentages obtained from the RLM chart are subtracted from those obtained in the “City of Long Beach Work Force. ”

When reviewing the chart, it should be remembered that the number of employees in a job category impacts the significance of the percentage difference. For example, the degree of significance of a negative 1.7% under-utilization factor for Black males in the Para-professionals category equates to 1.7 persons. This is not very significant, since the total number of employees for that job category is only 106. We would consider this as “near parity,” since normal turnover activity would account for any under- or over-representation. However, a 1.7% under-utilization factor in the Office/Clerical category would be significant, since it equates to more than 16 persons.

The following chart displays deficiencies of the work force by job categories where under-representation exists:

Group	Gender	Job Categories with under-utilization
White	M	Professional and Office/Clerical
	F	All job categories, except Professional and Skilled Craft
Black	M	Protective Services and Para-Professional
	F	Technicians, Protective Services, and Skilled Craft
Hispanic	M	All job categories, except for Professionals, Protective Services and Technicians
	F	All job categories, except for Technicians, Para-Professionals, and Office/Clerical
Asian	M	Officials/Administrators, Office/Clerical, and Service/Maintenance
	F	Officials/Administrators, Protective Services, Skilled Craft, and Service/Maintenance
American Indian	M	Technicians, Para-Professionals, and Office/Clerical
	F	All job categories, except Para-Professionals, Office/Clerical, and Skilled Craft

## UTILIZATION ANALYSIS

### CHARTS :

The attached charts reflect the City's work force and its relevant labor market (as depicted in the 1990 Census). The charts are broken down by job category, ethnicity and gender, which provide an avenue to determine under-representation in the City's work force.

For purposes of simplicity, the narrative of the charts will discuss over- and under-utilization by using percentage points, as opposed to actual percentages.

### NARRATIVE:

The RLM for the City is the combined labor forces of Los Angeles and Orange Counties. Both counties are used since they are the primary areas for recruitment, and where most employees live. Refer to page 13.

### FEMALE:

The bottom line total for female representation for the City of Long Beach is 33.3%, which is lower than the labor market's 42.6%. Because the City has several male-dominated job categories, such as Protective Services, Skilled Craft and Service/Maintenance, the average for female representation was reviewed. The average female representation in the work force is 35.33%, which is closer to the relevant labor market of 42.6%.

Females are over-represented in the Professional (by 3.3 percentage points), Para-Professional (by 1.6 percentage points), and Office/Clerical (by 4.7 percentage points) job categories, as compared to the labor market. Females are under-represented in the Officials/Administrators (by 2.7 percentage points), Technicians (by 31.1 percentage points), Protective Services (by 5.4 percentage points), Skilled Craft (by 0.4 percentage points), and Service/Maintenance (by 8 percentage points) job categories.

### BLACK:

As a whole, male and female Blacks are over-represented in the work force for the City of Long Beach in all categories, except Technicians and Protective Services, as it relates to labor market availability standards. Blacks are under-represented by 3.1 percentage points in the Technician job category, and by 10.2 percentage points in the Protective Services category. Based on the bottom line total for the relevant labor market, which is 8.3%, the City's 15.4% Black representation exceeds the labor market average.

When broken down by gender, male Blacks are under-represented in Protective Services and Para-Professional job categories. Female Blacks are under-represented in Technicians, Protective Services and Skilled Craft job categories.

### **HISPANIC:**

As a whole, male and female Hispanics in the job categories for Professionals, Technicians and Para-Professionals are over-represented. And, Hispanics are under-represented in the Officials/Administrators job category by 4.3 percentage points, Protective Services by 1.1 percentage points, Office/Clerical by 1.3 percentage points, Skilled Craft by 24.5 percentage points, and Service/Maintenance by 27.5 percentage points. The bottom line total for all job categories for Hispanic representation in the work force is below the labor market average of 25.8%. Overall, it is 6.8 percentage points below the relevant labor market.

When broken down by gender, male Hispanics are under-represented in all job categories, except Professionals, Protective Services and Technicians. Female Hispanics are under-represented in all job categories, except Technicians, Para-Professionals, and Office/Clerical.

### **Asian:**

Asians are over-represented in the work force for the City of Long Beach in all categories, except Officials/Administrators and Service/Maintenance, as it relates to labor market availability. Asians are under-represented by 0.4 percentage points in the Officials/Administrators job category, and by 1.5 percentage points in the Service/Maintenance job category. Based on the relevant labor market of 10.5%, the City's 11% Asian representation exceeds the labor market average.

When broken down by gender, male Asians are under-represented in Officials/Administrators, Office/Clerical and Service/Maintenance job categories. Female Asians are under-represented in Officials/Administrators, Protective Services, Skilled Craft and Service/Maintenance job categories.

### **American Indian:**

The City's American Indian representation in the work force is above the labor market average of 0.4%. Overall, male and female American Indian representation is 0.2 percentage points above the relevant labor market. American Indians in the job categories for Officials/Administrators, Para-Professionals, Office/Clerical, and Skilled Craft are over-represented. The work force in the Service/Maintenance job category is equivalent to the relevant labor market statistic for that job category. American Indians are under-represented in the Professional job category by 0.2 percentage points,

Technicians by 6.5 percentage points, and Protective Services by 0.1 percentage points.

When broken down by gender, male American Indians are under-represented in Technicians, Para-Professionals and Office/Clerical job categories. Female American Indians are under-represented in all job categories, except Para-Professionals, Office/Clerical and Skilled Craft.

**City of Long Beach**  
**Utilization Analysis (%Work Force - %RLM)**  
(Permanent Full Time Work Force as of 01/01/02)

Job Category (RLM =Relevant Labor Market)			Male					Female				
			White	Black	Hispanic	Asian	American Indian	White	Black	Hispanic	Asian	American Indian
Officials/ Administrators	Work Force	287	49.8%	4.2%	5.6%	5.9%	0.7%	22.6%	4.9%	3.1%	3.1%	0.0%
	RLM	554,528	46.3%	2.7%	8.2%	6.2%	0.2%	25.6%	2.6%	4.8%	3.2%	0.2%
	Utilization		3.5%	1.5%	-2.7%	-0.3%	0.5%	-2.9%	2.3%	-1.7%	-0.0%	-0.2%
Professional	Work Force	609	27.3%	4.1%	7.1%	10.5%	0.2%	30.5%	6.6%	4.6%	9.2%	0.0%
	RLM	393,866	37.7%	2.5%	4.2%	7.9%	0.2%	29.7%	4.4%	4.8%	8.5%	0.2%
	Utilization		-10.4%	1.6%	2.9%	2.6%	0.0%	0.8%	2.2%	-0.2%	0.7%	-0.2%
Technicians	Work Force	187	41.2%	8.6%	11.2%	11.8%	0.0%	12.8%	4.8%	3.7%	5.9%	0.0%
	RLM	163,068	24.2%	2.5%	6.1%	8.8%	0.2%	29.2%	14.0%	3.4%	5.4%	0.1%
	Utilization		17.0%	6.0%	5.1%	3.0%	-0.2%	-16.4%	-9.2%	0.3%	0.5%	-0.1%
Protective Services	Work Force	1,563	57.8%	7.1%	17.7%	6.3%	0.5%	6.9%	1.5%	1.9%	0.1%	0.1%
	RLM	87,986	45.4%	15.4%	17.5%	5.2%	0.5%	8.4%	3.4%	3.2%	0.7%	0.2%
	Utilization		12.4%	-8.3%	0.2%	1.2%	0.0%	-1.5%	-1.9%	-1.3%	-0.6%	-0.1%
Para- professional	Work Force	106	19.8%	0.0%	3.8%	7.5%	0.0%	28.3%	8.5%	16.0%	15.1%	0.9%
	RLM	6,349	17.1%	1.7%	4.9%	8.5%	0.4%	37.5%	6.7%	12.4%	10.5%	0.1%
	Utilization		2.7%	-1.7%	-1.2%	-1.0%	-0.4%	-9.2%	1.8%	3.7%	4.6%	0.8%
Office/Clerical	Work Force	962	7.1%	3.4%	3.7%	2.1%	0.0%	32.3%	19.0%	17.6%	13.9%	0.8%
	RLM	668,598	9.9%	2.5%	5.6%	3.0%	0.1%	45.3%	8.6%	17.0%	7.6%	0.4%
	Utilization		-2.9%	1.0%	-1.9%	-0.9%	-0.1%	-12.9%	10.4%	0.5%	6.3%	0.5%
Skilled Craft	Work Force	442	57.5%	13.6%	17.6%	7.0%	1.1%	2.5%	0.2%	0.5%	0.0%	0.0%
	RLM	262,159	44.0%	5.1%	41.4%	5.5%	0.4%	1.6%	0.5%	1.2%	0.3%	0.0%
	Utilization		13.5%	8.4%	-23.7%	1.6%	0.7%	0.8%	-0.2%	-0.7%	-0.3%	-0.0%
Service/ Maintenance	Work Force	542	27.9%	31.4%	25.8%	5.5%	0.4%	2.6%	3.1%	3.3%	0.0%	0.0%
	RLM	401,030	21.3%	7.1%	48.6%	5.7%	0.3%	3.9%	1.7%	10.0%	1.3%	0.1%
	Utilization		6.6%	24.3%	-22.8%	-0.1%	0.1%	-1.3%	1.5%	-6.7%	-1.3%	-0.1%
TOTAL	Work Force	4,698	38.0%	9.1%	13.1%	6.2%	0.4%	15.9%	6.3%	6.0%	4.9%	0.2%
	RLM	2,537,584	29.7%	4.0%	16.9%	5.6%	0.2%	25.2%	4.9%	8.4%	4.7%	0.6%
	Utilization		8.3%	5.1%	-3.8%	0.6%	0.2%	-9.2%	1.4%	-2.4%	0.2%	-0.4%

**City of Long Beach**  
**Fire Department Work Force Utilization Analysis by Job Category\*** (%Work Force - %RLM)  
(Permanent Full Time work Force as of 01/01/02)

			Male					Female				
<b>Job Group Category</b> (RLM = Relevant Labor Market)*		Totals	White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Officials/ Administrators*	Workforce	4	50.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%
	RLM		46.3%	2.7%	8.2%	6.2%	0.2%	25.6%	2.6%	4.8%	3.2%	0.2%
	Utilization		3.7%	-2.7%	-8.2%	-6.2%	24.8%	-25.6%	-2.6%	-4.8%	21.8%	-0.2%
Professional	Workforce	5	0.0%	20.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	20.0%	0.0%
	RLM		37.7%	2.5%	4.2%	7.9%	0.2%	29.7%	4.4%	4.8%	8.5%	0.2%
	Utilization		-37.7%	17.5%	-4.2%	-7.9%	-0.2%	30.3%	-4.4%	-4.8%	11.5%	-0.2%
Technicians	Workforce	2	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		24.2%	2.5%	6.1%	8.8%	0.2%	29.2%	14.0%	3.4%	5.4%	0.1%
	Utilization		75.8%	-2.5%	-6.1%	-8.8%	-0.2%	-29.2%	-14.0%	-3.4%	-5.4%	-0.1%
Protective Services (Officials)**	Workforce	124	77.4%	4.8%	14.5%	1.6%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%
	RLM		45.4%	15.4%	17.5%	5.2%	0.5%	8.4%	3.4%	3.2%	0.7%	0.2%
	Utilization		32.0%	-10.6%	-2.9%	-3.6%	0.3%	-7.6%	-3.4%	-3.2%	-0.7%	-0.2%
Protective Services (Fire Fighters)	Workforce	366	66.7%	8.2%	16.1%	4.6%	0.5%	3.6%	0.0%	0.3%	0.0%	0.0%
	RLM		45.4%	15.4%	17.5%	5.2%	0.5%	8.4%	3.4%	3.2%	0.7%	0.2%
	Utilization		21.2%	-7.2%	-1.3%	-0.5%	0.0%	-4.9%	-3.4%	-3.0%	-0.7%	-0.2%
Para- professional	Workforce	1	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
	RLM		17.1%	1.7%	4.9%	8.5%	0.4%	37.5%	6.7%	12.4%	10.5%	0.1%
	Utilization		-17.1%	-1.7%	-4.9%	-8.5%	-0.4%	62.5%	-6.7%	-12.4%	-10.5%	-0.1%
Office/Clerical	Workforce	36	16.7%	0.0%	0.0%	0.0%	0.0%	52.8%	8.3%	16.7%	5.6%	0.0%
	RLM		9.9%	2.5%	5.6%	3.0%	0.1%	45.3%	8.6%	17.0%	7.6%	0.4%
	Utilization		6.7%	-2.5%	-5.6%	-3.0%	-0.1%	7.5%	-0.3%	-0.4%	-2.1%	-0.4%
Skilled Craft	Workforce	3	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		44.0%	5.1%	41.4%	5.5%	0.4%	1.6%	0.5%	1.2%	0.3%	0.0%
	Utilization		56.0%	-5.1%	-41.4%	-5.5%	-0.4%	-1.6%	-0.5%	-1.2%	-0.3%	-0.0%
Service/ Maintenance	Workforce	1	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	RLM		21.3%	7.1%	48.6%	5.7%	0.3%	3.9%	1.7%	10.0%	1.3%	0.1%
	Utilization		-21.3%	92.9%	-48.6%	-5.7%	-0.3%	-3.9%	-1.7%	-10.0%	-1.3%	-0.1%

**1990 Census Data/U.S. Department of Justice Groups**

\* Non-Sworn Officials

\*\*Fire Captain and Above



**City of Long Beach**  
**Police Department Work Force Utilization Analysis by Job Category\*** (%Work Force - %RLM)  
(Permanent Full Time Work Force as of 01/01/02)

			Male					Female				
<b>Job Group Category</b> (RLM = Relevant Labor Market)*		Totals	White	Black	Hispanic	Asian	AM/IN	White	Black	Hispanic	Asian	AM/IN
Officials/ Administrators*	Workforce	8	25.0%	12.5%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	12.5%	0.0%
	RLM		46.3%	2.7%	8.2%	6.2%	0.2%	25.6%	2.6%	4.8%	3.2%	0.2%
	Utilization		-21.3%	22.3%	4.3%	-6.2%	-0.2%	-25.6%	47.4%	-4.8%	-3.2%	12.3%
Professional	Workforce	10	30.0%	0.0%	10.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%
	RLM		37.7%	2.5%	4.2%	7.9%	0.2%	29.7%	4.4%	4.8%	8.5%	0.2%
	Utilization		-7.7%	-2.5%	5.8%	-7.9%	-0.2%	30.3%	-4.4%	-4.8%	-8.5%	-0.2%
Technicians	Workforce	31	22.6%	0.0%	6.5%	12.9%	0.0%	32.3%	16.1%	6.5%	3.2%	0.0%
	RLM		24.2%	2.5%	6.1%	8.8%	0.2%	29.2%	14.0%	3.4%	5.4%	0.1%
	Utilization		-1.6%	-2.5%	0.4%	4.1%	-0.2%	3.0%	2.1%	3.1%	-2.2%	-0.1%
Protective Services (Officials)**	Workforce	166	80.7%	2.4%	7.2%	2.4%	0.6%	4.2%	0.0%	2.4%	0.0%	0.0%
	RLM		45.4%	15.4%	17.5%	5.2%	0.5%	8.4%	3.4%	3.2%	0.7%	0.2%
	Utilization		35.3%	-13.0%	-10.2%	-2.8%	0.1%	-4.2%	-3.4%	-0.8%	-0.7%	-0.2%
Protective Services (Patrol officers)	Workforce	845	49.6%	7.5%	20.8%	8.4%	0.5%	8.3%	1.8%	2.7%	0.2%	0.2%
	RLM		45.4%	15.4%	17.5%	5.2%	0.5%	8.4%	3.4%	3.2%	0.7%	0.2%
	Utilization		4.2%	-8.0%	3.4%	3.2%	-0.0%	-0.2%	-1.6%	-0.5%	-0.5%	0.1%
Para- professional	Workforce	31	16.1%	0.0%	6.5%	12.9%	0.0%	22.6%	12.9%	19.4%	9.7%	0.0%
	RLM		17.1%	1.7%	4.9%	8.5%	0.4%	37.5%	6.7%	12.4%	10.5%	0.1%
	Utilization		-1.0%	-1.7%	1.5%	4.4%	-0.4%	-15.0%	6.2%	7.0%	-0.8%	-0.1%
Office/Clerical	Workforce	224	9.8%	0.4%	0.9%	3.6%	0.0%	36.6%	20.5%	9.4%	17.9%	0.9%
	RLM		9.9%	2.5%	5.6%	3.0%	0.1%	45.3%	8.6%	17.0%	7.6%	0.4%
	Utilization		-0.1%	-2.0%	-4.8%	0.6%	-0.1%	-8.7%	11.9%	-7.7%	10.2%	0.5%
Service/ Maintenance	Workforce	14	7.1%	7.1%	35.7%	0.0%	0.0%	0.0%	21.4%	28.6%	0.0%	0.0%
	RLM		21.3%	7.1%	48.6%	5.7%	0.3%	3.9%	1.7%	10.0%	1.3%	0.1%
	Utilization		-14.1%	0.0%	-12.9%	-5.7%	-0.3%	-3.9%	19.7%	18.6%	-1.3%	-0.1%

**1990 Census Data/US Department of Justice Groups**

\* Non-Sworn Officials /\*\* Sergeants and above

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

The City of Long Beach is committed to aggressively reaching out to candidates that would assist us in creating a workforce, at all levels of employment, that reflects the diversity of the City's relevant labor market. Because the City experiences low turnover and attrition, we will continue to evaluate our outreach endeavors to ensure that all individuals have equal access to all employment opportunities.

To further ensure equal access, the City has also implemented several new techniques in the recruiting and testing areas including, but not limited to, the use of the internet, as a recruiting tool, and the streamlining of testing processes to expedite candidate selection. These combined tools allow the City to access and process a larger pool of candidates from the relevant labor market.

The City's current work force, as a whole, meets or exceeds its relevant labor market availability in all ethnic categories, except Hispanic. The Hispanic labor market availability, as a whole, is 25.8%. However, the City's Hispanic work force is 19%, thus creating an under-utilization in this category by 6.8 percentage points, or 24%.

To enhance the recruitment and selection of Hispanic candidates, the City will continue to access available resources throughout the Southern California region. Specifically, we will continue to target community organizations, Community Colleges and Universities, Trade Schools and Professional associations with large Hispanic populations.

In addition, based on the City's work force by gender, females are under-represented in the bottom line totals for all City job categories. This is due to approximately 54% of the City's work force being concentrated in traditionally male-dominated job categories, such as Protective Services, Skilled Craft and Service/Maintenance. The average female representation in the work force is 35.33%, which is near parity with the relevant labor market, at 42.6%.

To address the under-utilization of females in male-dominated job categories, the City will increase its recruitment efforts at the regional City Colleges and Universities and Professional associations. Although females overall are under-represented, the City's outreach efforts to attract a larger applicant pool of females has focused on areas wherein female candidates are concentrated, and will continue to do so.

While the current City of Long Beach statistics indicate that females and individuals from under-utilized ethnic groups have been hired at a significantly higher rate than their work force representation, the City's ultimate objective is a work force that is fully representative of our relevant labor market.

## **STEPS TO ACHIEVE OBJECTIVES**

1. Contact technical schools, colleges and universities with large minority populations within Los Angeles and Orange Counties to encourage graduates to apply for positions within the City;
2. Identify, contact, and advertise in local minority news media and in locations that will maximize minority and female applicant flow;
3. Identify and contact minority community organizations in order to develop contacts and a presence;
4. Visit local universities, colleges, trade schools, and other career development centers on a regular basis in order to cultivate prospective minority employees for internship programs or job placement;
5. Assign the City's Public Information Office the task of developing a series of articles on the City's outreach efforts (e.g. Job Fairs, Expositions, and Safety Recruitment);
6. Identify possible career paths and create career development programs, where appropriate (e.g. Mentor Program);
7. Participate in local outreach programs.

## **DISSEMINATION**

### **Internal**

1. Copies of the EEOP will be distributed to Councilmembers, elected and appointed officials, City management, Equal Employment Opportunity Counselors, employee organizations, and City Boards and Commissions.
2. The EEOP will be available on the City's intranet site.
3. Department heads will advise their employees that a copy of the EEOP is available for review.
4. The City's EEO policy statement will be distributed annually to all employees.
5. All required federal and state posters and notices will be posted at appropriate locations.
6. In-house publications will bear the statement "Equal Opportunity Employer" on the cover or face sheet, as appropriate.
7. City-sponsored publications will feature both minority and non-minority men and women.
8. EEO policy will be discussed in new employee orientation sessions and appropriate training programs.
9. Non-discrimination clauses will be included in all union agreements. All contracts will be reviewed to ensure they are non-discriminatory.

### **External**

1. Any method used for recruitment purposes will conclude with the statement that the City is an "Equal Opportunity Employer."
2. Relevant advertising or City-sponsored publications prepared for the general public will feature both minority and non-minority men and women.
3. Printed material for external dissemination will include the statement "Equal Opportunity Employer," as appropriate.

4. The Civil Service Department will maintain a current listing of female/minority publications and community organizations whose interests are directed at ensuring equality.
5. Female/minority recruiting sources will be used to address areas of under-utilization.

## **Conclusion**

The City of Long Beach is proud of its accomplishments in establishing a diverse work force. Implementation of programs and practices that attribute to our diversified work force has been a challenging, yet rewarding experience. It is because of this diversity that we are able to maintain our high employment standards, have improved work quality, and provide better services to our communities.

It is the policy of the City to promote and provide equal employment opportunity to all persons on all matters affecting City employment. It is our policy to be committed to non-discriminatory employment practices. Thus, the foundation of the City's diversity achievements lie in its philosophy regarding diversity.

The City's demographic statistics have become increasingly diverse over the last decade and our hiring practices have been adjusted to reflect those changes. Therefore, it is our goal to continue to implement outreach programs that will assist in providing full representation of all ethnic and gender categories in our workforce, as it relates to the relevant labor market.

The City of Long Beach recognizes that in order to achieve full labor market representation, it is necessary to continue our path of employing diversity-enhancing programs and activities. We will persevere to maintain our current efforts, as well as implement additional efforts towards labor market diversification. We will be proactive in our efforts, creative in our approach, and adaptable to the ever-changing demographic realities of the Long Beach, now and in the future.

## **Work Force By Department**

In an Equal Employment Opportunity training session held on January 22, 2002, the EEO Officer provided each department with their annual utilization statistical data. This information contained an analysis of the relevant labor market availability data as it relates to ethnicity and job category.

Each department was advised to establish a narrative addressing under-utilization, by job category and ethnicity. This narrative would address the inability to attain the work force at the level of the labor market availability standards. This narrative should also include information on specific efforts to increase diversity, by job category.

Based on the information received from the departments, the attached summary was developed. The summary contains charts depicting each department's annual utilization statistics, as compared to the relevant labor market availability standards. In addition, a narrative detailing objectives to address under-utilization, by department, has been included.

## **CITY AUDITOR**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will focus recruitment efforts on existing employees by establishing a career path (e.g. Reassignment for Training Program, Mentor Program, etc.) and promoting from within the department.
- ◆ Will increase external recruitment efforts at national colleges and universities, professional organizations, and minority communities.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ External outreach will be the same as listed above.

#### **OFFICE/CLERICAL**

- ◆ Will increase outreach efforts in minority communities by attending job fairs and expositions and will post job vacancy announcements at the Career Transition Center.
- ◆ Additional efforts as listed above.



**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: CITY AUDITOR**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	3	1	<b>33.3</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-3.1</b>		<b>-5.3</b>		<b>-13.1</b>		<b>-9.4</b>		<b>-0.4</b>
Professionals -Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	12	7	<b>58.3</b>	2	<b>16.7</b>	1	<b>8.3</b>	2	<b>16.7</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>10.7</b>		<b>9.9</b>		<b>-0.7</b>		<b>0.3</b>		<b>-0.3</b>
Office/Clerical -Labor Market			<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	2	2	<b>100.0</b>	1	<b>50.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>21.1</b>		<b>39.0</b>		<b>-22.6</b>		<b>-10.6</b>		<b>-0.5</b>
TOTAL (Bottom Line) -Labor Market			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	17	10	<b>58.8</b>	3	<b>17.6</b>	1	<b>5.9</b>	2	<b>11.8</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>16.2</b>		<b>9.3</b>		<b>-19.9</b>		<b>1.3</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

## **CITY CLERK**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts at national colleges, universities, professional and trade publications, and minority communities.
- ◆ Will contact Civil Service regarding increasing attendance at job fairs and expositions.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)
- ◆ External outreach will be the same as listed above.

#### **TECHNICIANS**

- ◆ Will increase recruitment efforts at trade schools.

#### **PARA-PROFESSIONALS**

- ◆ Outreach efforts will be the same as mentioned above.

#### **OFFICE/CLERICAL**

- ◆ Will increase outreach efforts in minority communities by attending job fairs and expositions, will post vacancy announcements at the Career Transition Center.
- ◆ Additional efforts as listed above.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: CITY CLERK**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market											
2001 Workforce (Actual)	3	3	100.0	0	0.0	0	0.0	1	33.3	0	0.0
Diff (Workforce/Labor Market)			63.6		-5.3		-13.1		23.9		-0.4
Professional -Labor Market											
2001 Workforce (Actual)	1	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			52.4		93.2		-9.0		-16.4		-0.3
Technicians -Labor Market											
2001 Workforce (Actual)	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-41.1		-8.3		83.8		-21.2		-0.3
Paraprofessionals -Labor Market											
2001 Workforce (Actual)	3	3	100.0	0	0.0	1	33.3	1	33.3	0	0.0
Diff (Workforce/Labor Market)			32.6		-8.4		16.1		14.3		-0.5
Offical/Clerical -Labor Market											
2001 Workforce (Actual)	11	10	90.9	2	18.2	2	18.2	0	0.0	0	0.0
Diff (Workforce/Labor Market)			12.0		7.2		-4.4		-10.6		-0.5
TOTALS (Bottom Line) -Labor Market											
2001 Workforce (Actual)	19	17	89.5	3	15.8	4	21.1	2	10.5	0	0.0
Diff (Workforce/Labor Market)			46.9		7.5		-4.7		0.0		-0.4

\*Relevant Labor Market Statistics based on 1990 Census Data

## **CITY MANAGER**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts at national colleges, universities and law schools, professional and legal organizations, and minority communities.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, and mailings) to increase outreach.
- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)

#### **PROFESSIONALS**

- ◆ External outreach will be the same as listed above.

#### **OFFICE/CLERICAL**

- ◆ Outreach efforts as listed above.

**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: CITY MANAGER**

January 1, 2002 - December 31, 2002

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%

Officials/Administrators	-Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	12	4	<b>33.3</b>	3	<b>25.0</b>	2	<b>16.7</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-3.1</b>		<b>19.7</b>		<b>3.6</b>		<b>-9.4</b>		<b>-0.4</b>

Professionals	-Labor Market		<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	6	2	<b>33.3</b>	2	<b>33.3</b>	1	<b>16.7</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-14.3</b>		<b>26.5</b>		<b>7.7</b>		<b>-16.4</b>		<b>-0.3</b>

Office/Clerical	-Labor Market		<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	11	11	<b>100.0</b>	1	<b>9.1</b>	3	<b>27.3</b>	2	<b>18.2</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>21.1</b>		<b>-1.9</b>		<b>4.7</b>		<b>7.6</b>		<b>-0.5</b>

TOTAL (Bottom Line)	-Labor Market		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	29	17	<b>58.6</b>	6	<b>20.7</b>	6	<b>20.7</b>	2	<b>6.9</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>16.0</b>		<b>12.4</b>		<b>-5.1</b>		<b>-3.6</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

## **CITY PROSECUTOR**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts at national colleges, universities and law schools, professional and legal organizations, and minority communities.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)
- ◆ External outreach will be the same as listed above.

#### **PARA-PROFESSIONALS**

- ◆ Outreach efforts will be the same as mentioned above.

#### **OFFICE/CLERICAL**

- ◆ Will increase outreach efforts in minority communities by attending job fairs and expositions, will post vacancy announcements at the Career Transition Center.
- ◆ Additional efforts as listed above.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: CITY PROSECUTOR**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			36.4		5.3		13.1		9.4		0.4
2001 Workforce (Actual)	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-36.4		-5.3		-13.1		-9.4		-0.4
Professionals -Labor Market			47.6		6.8		9.0		16.4		0.3
2001 Workforce (Actual)	19	8	42.1	0	0.0	4	21.1	1	5.3	0	0.0
Diff (Workforce/Labor Market)			-5.5		-6.8		12.1		-11.1		-0.3
Paraprofessionals -Labor Market			67.4		8.4		17.2		19.0		0.5
2001 Workforce (Actual)	3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-0.7		-8.4		-17.2		-19.0		-0.5
Offical/Clerical -Labor Market			78.9		11.0		22.6		10.6		0.5
2001 Workforce (Actual)	13	13	100.0	2	15.4	5	38.5	2	15.4	0	0.0
Diff (Workforce/Labor Market)			21.1		4.4		15.9		4.8		-0.5
TOTAL (Bottom Line) -Labor Market			42.6		8.3		25.8		10.5		0.4
2001 Workforce (Actual)	36	23	63.9	2	5.6	9	25.0	3	8.3	0	0.0
Diff (Workforce/Labor Market)			21.3		-2.7		-0.8		-2.2		-0.4

\*Relevant Labor Market Statistics based on 1990 Census Data

## **CIVIL SERVICE**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Females, Asians, and American Indian populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)
- ◆ External outreach will be the same as listed above.

#### **PARA-PROFESSIONALS**

- ◆ There is only one position in this category. Due to low turnover in this job category, the department does not anticipate future recruitment in this area.

#### **OFFICE/CLERICAL**

- ◆ Department is currently up to staffing in this area. No future recruitment anticipated.
- ◆ Any additional recruitment will focus on the areas listed above.



**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: CIVIL SERVICE**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	4	1	<b>25.0</b>	1	<b>25.0</b>	2	<b>50.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-11.4</b>		<b>19.7</b>		<b>36.9</b>		<b>-9.4</b>		<b>-0.4</b>
Professionals	-Labor Market		<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	10	6	<b>60.0</b>	2	<b>20.0</b>	3	<b>30.0</b>	2	<b>20.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>12.4</b>		<b>13.2</b>		<b>21.0</b>		<b>3.6</b>		<b>-0.3</b>
Paraprofessionals	-Labor Market		<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	1	1	<b>100.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>32.6</b>		<b>-8.4</b>		<b>-17.2</b>		<b>-19.0</b>		<b>-0.5</b>
Office/Clerical	-Labor Market		<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	8	8	<b>100.0</b>	4	<b>50.0</b>	3	<b>37.5</b>	1	<b>12.5</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>21.1</b>		<b>39.0</b>		<b>14.9</b>		<b>1.9</b>		<b>-0.5</b>
Total (Bottom Line)	-Labor Market		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	23	16	<b>69.6</b>	7	<b>30.4</b>	8	<b>34.8</b>	3	<b>13.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>27.0</b>		<b>22.1</b>		<b>9.0</b>		<b>2.5</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

## **COMMUNITY DEVELOPMENT**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Hispanic populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female and Hispanic populations.
- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)
- ◆ External outreach will be the same as listed above.

#### **PARA-PROFESSIONALS**

- ◆ There is only one position in this category. Due to low turnover in this job category, the department does not anticipate future recruitment in this area.

#### **OFFICE/CLERICAL**

- ◆ Department is currently up to staffing in this area. No future recruitment anticipated.
- ◆ Any additional recruitment will focus on the areas listed above.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: COMMUNITY DEVELOPMENT**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators - Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	25	11	<b>44.0</b>	3	<b>12.0</b>	0	<b>0.0</b>	4	<b>16.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>7.6</b>		<b>6.7</b>		<b>-13.1</b>		<b>6.6</b>		<b>-0.4</b>
Professionals - Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	39	17	<b>43.6</b>	7	<b>17.9</b>	6	<b>15.4</b>	4	<b>10.3</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-4.0</b>		<b>11.1</b>		<b>6.4</b>		<b>-6.1</b>		<b>-0.3</b>
Paraprofessionals - Labor Market			<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19</b>		<b>0.5</b>
2001 Workforce (Actual)	1	1	<b>100.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>32.6</b>		<b>-8.4</b>		<b>-17.2</b>		<b>-19.0</b>		<b>-0.5</b>
Office/Clerical - Labor Market			<b>78.9</b>		<b>11</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	66	56	<b>84.8</b>	22	<b>33.3</b>	17	<b>25.8</b>	9	<b>13.6</b>	1	<b>1.5</b>
Diff (Workforce/Labor Market)			<b>5.9</b>		<b>22.3</b>		<b>3.2</b>		<b>3.0</b>		<b>1.0</b>
TOTAL - (Bottom Line) - Labor Market			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	131	85	<b>64.9</b>	32	<b>24.4</b>	23	<b>17.6</b>	17	<b>13.0</b>	1	<b>0.8</b>
Diff (Workforce/Labor Market)			<b>22.3</b>		<b>16.1</b>		<b>-8.2</b>		<b>2.5</b>		<b>0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **FINANCIAL MANAGEMENT**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Asian and American Indian populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target American Indian populations.
- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)
- ◆ External outreach will be the same as listed above.

### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target Black, Asian, and American Indian populations.
- ◆ External outreach will be the same as listed above.

### **PARA-PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Hispanic, Asian, and American Indian populations.
- ◆ External outreach will be the same as listed above.

### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Female populations.
- ◆ External outreach will be the same as listed above.

**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: FINANCIAL MANAGEMENT** January 1, 2002 - December 31, 2002

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	18	9	<b>50.0</b>	2	<b>11.1</b>	5	<b>27.8</b>	1	<b>5.6</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>13.6</b>		<b>5.8</b>		<b>14.7</b>		<b>-3.8</b>		<b>-0.4</b>
Professionals -Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	26	15	<b>57.7</b>	2	<b>7.7</b>	3	<b>11.5</b>	9	<b>34.6</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>10.1</b>		<b>0.9</b>		<b>2.5</b>		<b>18.2</b>		<b>-0.3</b>
Technicians -Labor Market			<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	5	3	<b>60.0</b>	0	<b>0.0</b>	2	<b>40.0</b>	1	<b>20.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>18.9</b>		<b>-8.3</b>		<b>23.8</b>		<b>-1.2</b>		<b>-0.3</b>
Paraprofessionals -Labor Market			<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	9	7	<b>77.8</b>	1	<b>11.1</b>	1	<b>11.1</b>	1	<b>11.1</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>10.4</b>		<b>2.7</b>		<b>-6.1</b>		<b>-7.9</b>		<b>-0.5</b>
Office/Clerical -Labor Market			<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	97	76	<b>78.4</b>	27	<b>27.8</b>	22	<b>22.7</b>	15	<b>15.5</b>	2	<b>2.1</b>
Diff (Workforce/Labor Market)			<b>-0.5</b>		<b>16.8</b>		<b>0.1</b>		<b>4.9</b>		<b>1.6</b>
TOTAL (Bottom Line) -Labor Market			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	155	110	<b>71.0</b>	32	<b>20.6</b>	33	<b>21.3</b>	27	<b>17.4</b>	2	<b>1.3</b>
Diff (Workforce/Labor Market)			<b>28.4</b>		<b>12.3</b>		<b>-4.5</b>		<b>6.9</b>		<b>0.9</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **FIRE DEPARTMENT**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Female, Black, and Hispanic populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Hispanic and American Indian populations.
- ◆ External outreach will be the same as listed above.

### **TECHNICIANS**

- ◆ There is only one position in this job category.
- ◆ Future recruitment efforts to target all groups (Female, Black, Hispanic, Asian, and American Indian).
- ◆ External outreach will be the same as listed above.

### **PROTECTIVE SERVICES**

- ◆ Future recruitment efforts to target all groups (Female, Black, Hispanic, Asian, and American Indian). Current Civil Service eligibility list does not include ethnicity.
- ◆ Internal promotions are based on qualifications and seniority.

### **PARA-PROFESSIONALS**

- ◆ There is only one position in this job category, and it is currently filled.
- ◆ Will increase recruitment efforts to target Black, Hispanic, Asian, and American Indian populations.

## **FIRE DEPARTMENT**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION** (continued)

#### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Male populations.
- ◆ External outreach will be the same as listed above.

#### **SKILLED CRAFT**

- ◆ Future recruitment efforts to target all groups, except Black (Female, Hispanic, Asian, and American Indian).
- ◆ There are only three positions in this job category, and they are currently filled.

#### **SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target all groups, except Black (Female, Hispanic, Asian, and American Indian).
- ◆ There is only one position in this job category, and it is currently filled.

**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: FIRE**

January 1, 2002 - December 31, 2002

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>	
2001 Workforce (Actual)	13	1	7.7	0	0.0	0	0.0	2	15.4	1	7.7
Diff (Workforce/Labor Market)			-28.7		-5.3		-13.1		6.0		7.3
Professionals -Labor Market		<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>	
2001 Workforce (Actual)	5	4	80.0	1	20.0	0	0.0	1	20.0	0	0.0
Diff (Workforce/Labor Market)			32.4		13.2		-9.0		3.6		-0.3
Technicians -Labor Market		<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>	
2001 Workforce (Actual)	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-41.1		-8.3		-16.2		-21.2		-0.3
Protective Services -Labor Market		<b>16.0</b>		<b>18.8</b>		<b>20.7</b>		<b>5.9</b>		<b>0.7</b>	
2001 Workforce (Actual)	481	15	3.1	36	7.5	78	16.2	18	3.7	3	0.6
Diff (Workforce/Labor Market)			-12.9		-11.3		-4.5		-2.2		-0.1
Paraprofessionals -Labor Market		<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>	
2001 Workforce (Actual)	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			32.6		-8.4		-17.2		-19.0		-0.5
Office/Clerical -Labor Market		<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>	
2001 Workforce (Actual)	36	30	83.3	3	8.3	6	16.7	2	5.6	0	0.0
Diff (Workforce/Labor Market)			4.4		-2.7		-5.9		-5.0		-0.5
Skilled Craft -Labor Market		<b>3.6</b>		<b>5.6</b>		<b>42.5</b>		<b>5.7</b>		<b>0.5</b>	
2001 Workforce (Actual)	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-3.6		-5.6		-42.5		-5.7		-0.5
Service/Maintenance -Labor Market		<b>17.0</b>		<b>8.8</b>		<b>58.5</b>		<b>7.0</b>		<b>0.4</b>	
2001 Workforce (Actual)	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Diff (Workforce/Labor Market)			-17.0		91.2		-58.5		-7.0		-0.4
<b>TOTAL (Bottom Line) -Labor Market</b>		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>	
2001 Workforce (Actual)	542	51	9.4	41	7.6	84	15.5	23	4.2	4	0.7
Diff (Workforce/Labor Market)			-33.2		-0.7		-10.3		-6.3		0.3

\*Relevant Labor Market Statistics based on 1990 Census Data



**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: FIRE - SWORN** (Firefighter classifications including Fire Recruit)

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	9	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	1	<b>11.1</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-36.4</b>		<b>-5.3</b>		<b>-13.1</b>		<b>1.7</b>		<b>-0.4</b>
Protective Services	-Labor Market		<b>16.0</b>		<b>18.8</b>		<b>20.7</b>		<b>5.9</b>		<b>0.7</b>
2001 Workforce (Actual)	455	13	<b>2.9</b>	36	<b>7.9</b>	77	<b>16.9</b>	17	<b>3.7</b>	3	<b>0.7</b>
Diff (Workforce/Labor Market)			<b>-13.1</b>		<b>-10.9</b>		<b>-3.8</b>		<b>-2.2</b>		<b>0.0</b>
TOTAL (Bottom Line)	-Labor Market		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	464	13	<b>2.8</b>	36	<b>7.8</b>	77	<b>16.6</b>	18	<b>3.9</b>	3	<b>0.6</b>
Diff (Workforce/Labor Market)			<b>-39.8</b>		<b>-0.5</b>		<b>-9.2</b>		<b>-6.6</b>		<b>0.2</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **HARBOR DEPARTMENT**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Female, Hispanic, Asian, and American Indian populations.
- ◆ Will use all forms of appropriate media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female, Hispanic and Black populations.
- ◆ External outreach will be the same as listed above.

### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target Female, Black, and Hispanic populations.
- ◆ External outreach will be the same as listed above, and include technical organizations.

### **PROTECTIVE SERVICES**

- ◆ Future recruitment efforts to target all groups (Female, Black, Hispanic, Asian, and American Indian). Current Civil Service eligibility lists continue to be utilized.

### **PARA-PROFESSIONALS**

- ◆ There is only three positions in this job category and turnover is low.
- ◆ Future recruitment efforts to target all groups, except Hispanic (Female, Black, Asian, and American Indian).

## **HARBOR DEPARTMENT**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION** (continued)

#### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target American Indian populations and Male candidates.
- ◆ External outreach will be the same as listed above.

#### **SKILLED CRAFT**

- ◆ Future recruitment efforts to target all groups (Female, Black, Hispanic, Asian, and American Indian).
- ◆ Current Civil Service eligibility lists continue to be utilized.

#### **SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target Female, Hispanic, Asian, and American Indian populations.
- ◆ There is only one position in this job category, and it is currently filled.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: HARBOR**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	15	3	<b>20.0</b>	1	<b>6.7</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-16.4</b>		<b>1.4</b>		<b>-13.1</b>		<b>-9.4</b>		<b>-0.4</b>
Professionals -Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	76	23	<b>30.3</b>	2	<b>2.6</b>	7	<b>9.2</b>	24	<b>31.6</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-17.3</b>		<b>-4.2</b>		<b>0.2</b>		<b>15.2</b>		<b>-0.3</b>
Technicians -Labor Market			<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	30	6	<b>20.0</b>	1	<b>3.3</b>	3	<b>10.0</b>	6	<b>20.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-21.1</b>		<b>-5.0</b>		<b>-6.2</b>		<b>-1.2</b>		<b>-0.3</b>
Protective Services -Labor Market			<b>16.0</b>		<b>18.8</b>		<b>20.7</b>		<b>5.9</b>		<b>0.7</b>
2001 Workforce (Actual)	29	3	<b>10.3</b>	5	<b>17.2</b>	5	<b>17.2</b>	2	<b>6.9</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-5.7</b>		<b>-1.6</b>		<b>-3.5</b>		<b>1.0</b>		<b>-0.7</b>
Paraprofessionals -Labor Market			<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	3	1	<b>33.3</b>	0	<b>0.0</b>	1	<b>33.3</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-34.1</b>		<b>-8.4</b>		<b>16.1</b>		<b>-19.0</b>		<b>-0.5</b>
Office/Clerical -Labor Market			<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	48	41	<b>85.4</b>	14	<b>29.2</b>	7	<b>22.6</b>	8	<b>16.7</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>6.5</b>		<b>18.2</b>		<b>0.0</b>		<b>6.1</b>		<b>-0.5</b>
Skilled Craft -Labor Market			<b>3.6</b>		<b>5.6</b>		<b>42.5</b>		<b>5.7</b>		<b>0.5</b>
2001 Workforce (Actual)	49	1	<b>2.0</b>	9	<b>18.4</b>	5	<b>10.2</b>	1	<b>2.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-1.6</b>		<b>12.8</b>		<b>-32.3</b>		<b>-3.7</b>		<b>-0.5</b>
Service/Maintenance -Labor Market			<b>17.0</b>		<b>8.8</b>		<b>58.5</b>		<b>7.0</b>		<b>0.4</b>
2001 Workforce (Actual)	41	2	<b>4.9</b>	16	<b>39.0</b>	11	<b>26.8</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-12.1</b>		<b>30.2</b>		<b>-31.7</b>		<b>-7.0</b>		<b>-0.4</b>
TOTAL (Bottom Line) -Labor Market			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	291	80	<b>27.5</b>	48	<b>16.5</b>	39	<b>13.4</b>	41	<b>14.1</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-15.1</b>		<b>8.2</b>		<b>-12.4</b>		<b>3.6</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **HEALTH AND HUMAN SERVICES**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Hispanic and American Indian populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target American Indian populations.
- ◆ External outreach will be the same as listed above.

### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target all groups, except Asian.
- ◆ External outreach will be the same as listed above, and include technical organizations.

### **PROTECTIVE SERVICES**

- ◆ Future recruitment efforts to target all groups, except Female (Black, Hispanic, Asian and American Indian).

### **PARA-PROFESSIONALS**

- ◆ Future recruitment efforts to target American Indian (Female, Black, Hispanic, and Asian).

## **HEALTH AND HUMAN SERVICES**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION** (continued)

#### **OFFICE/CLERICAL**

- ◆ Work force is at parity with relevant labor market in all ethnic categories.

#### **SKILLED CRAFT**

- ◆ Future recruitment efforts to target all groups, except Black (Female, Hispanic, Asian, and American Indian).
- ◆ Civil Service eligibility lists will continue to be utilized.

#### **SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target Female, Hispanic, and American Indian populations.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: HEALTH & HUMAN SERVICES**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	15	7	<b>46.7</b>	3	<b>20.0</b>	1	<b>6.7</b>	2	<b>13.3</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>10.3</b>		<b>14.7</b>		<b>-6.4</b>		<b>3.9</b>		<b>-0.4</b>
Professionals -Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	117	80	<b>68.4</b>	22	<b>18.8</b>	12	<b>10.3</b>	37	<b>31.6</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>20.8</b>		<b>12.0</b>		<b>1.3</b>		<b>15.2</b>		<b>-0.3</b>
Technicians -Labor Market			<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	11	3	<b>27.3</b>	0	<b>0.0</b>	1	<b>9.1</b>	7	<b>63.6</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-13.8</b>		<b>-8.3</b>		<b>-7.1</b>		<b>42.4</b>		<b>-0.3</b>
Protective Services -Labor Market			<b>16.0</b>		<b>18.8</b>		<b>20.7</b>		<b>5.9</b>		<b>0.7</b>
2001 Workforce (Actual)	17	10	<b>58.8</b>	1	<b>5.9</b>	2	<b>11.8</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>42.8</b>		<b>-12.9</b>		<b>-8.9</b>		<b>-5.9</b>		<b>-0.7</b>
Paraprofessionals -Labor Market			<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	11	11	<b>100.0</b>	2	<b>18.2</b>	3	<b>27.3</b>	6	<b>54.5</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>32.6</b>		<b>9.8</b>		<b>10.1</b>		<b>35.5</b>		<b>-0.5</b>
Office/Clerical -Labor Market			<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	195	160	<b>82.1</b>	50	<b>25.6</b>	67	<b>34.4</b>	41	<b>21.0</b>	1	<b>0.5</b>
Diff (Workforce/Labor Market)			<b>3.2</b>		<b>14.6</b>		<b>11.8</b>		<b>10.4</b>		<b>0.0</b>
Skilled Craft -Labor Market			<b>3.6</b>		<b>5.6</b>		<b>42.5</b>		<b>5.7</b>		<b>0.5</b>
2001 Workforce (Actual)	1	0	<b>0.0</b>	1	<b>100.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-3.6</b>		<b>94.4</b>		<b>-42.5</b>		<b>-5.7</b>		<b>-0.5</b>
Service/Maintenance -Labor Market			<b>17.0</b>		<b>8.8</b>		<b>58.5</b>		<b>7.0</b>		<b>0.4</b>
2001 Workforce (Actual)	10	1	<b>10.0</b>	6	<b>60.0</b>	2	<b>20.0</b>	2	<b>20.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-7.0</b>		<b>51.2</b>		<b>-38.5</b>		<b>13.0</b>		<b>-0.4</b>
<b>TOTAL (Bottom Line) -Labor Market</b>			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	377	272	<b>72.1</b>	85	<b>22.5</b>	88	<b>23.3</b>	95	<b>25.2</b>	1	<b>0.3</b>
Diff (Workforce/Labor Market)			<b>29.5</b>		<b>14.2</b>		<b>-2.5</b>		<b>14.7</b>		<b>-0.1</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **HUMAN RESOURCES**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.
- ◆ Will target internal recruitment efforts by establishing a career path for current employees ( e.g. Reassignment for Training Program, Mentor Program, etc.)

### **PROFESSIONALS**

- ◆ External outreach will be the same as listed above.

### **PARA-PROFESSIONALS**

- ◆ Outreach efforts will be the same as listed above.

### **OFFICE/CLERICAL**

- ◆ Outreach efforts will be the same as listed above.



**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: HUMAN RESOURCES**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrations	Labor Market										
			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	6	3	<b>50.0</b>	1	<b>16.7</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>13.6</b>		<b>11.4</b>		<b>-13.1</b>		<b>-9.4</b>		<b>-0.4</b>
Professionals	Labor Market										
			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	6	3	<b>50.0</b>	1	<b>16.7</b>	2	<b>33.3</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>2.4</b>		<b>9.9</b>		<b>24.3</b>		<b>-16.4</b>		<b>-0.3</b>
Paraprofessionals	Labor Market										
			<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	6	6	<b>100.0</b>	0	<b>0.0</b>	2	<b>33.3</b>	1	<b>16.7</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>32.6</b>		<b>-8.4</b>		<b>16.1</b>		<b>-2.3</b>		<b>-0.5</b>
Office/Clerical	Labor Market										
			<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	5	5	<b>100.0</b>	1	<b>20.0</b>	0	<b>0.0</b>	2	<b>40.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>21.1</b>		<b>9.0</b>		<b>-22.6</b>		<b>29.4</b>		<b>-0.5</b>
Total (Bottom Line)	Labor Market										
			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	23	17	<b>73.9</b>	3	<b>13.0</b>	4	<b>17.4</b>	3	<b>13.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>31.3</b>		<b>4.7</b>		<b>-8.4</b>		<b>2.5</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

## **LAW DEPARTMENT**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)
- ◆ External outreach will be the same as listed above.

#### **PARA-PROFESSIONALS**

- ◆ Will contact Civil Service and Human Resources to identify appropriate recruitment techniques as future openings occur.
- ◆ Outreach efforts will be the same as mentioned above.

#### **OFFICE/CLERICAL**

- ◆ Will contact Civil Service and Human Resources to identify appropriate recruitment techniques as future openings occur.
- ◆ Additional efforts as listed above.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2002 - December 31, 2002

**Department:    LAW**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators    -Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	7	3	<b>42.9</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>6.5</b>		<b>-5.3</b>		<b>-13.1</b>		<b>-9.4</b>		<b>-0.4</b>
Professionals    -Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	25	9	<b>36.0</b>	3	<b>12.0</b>	2	<b>8.0</b>	1	<b>4.0</b>	1	<b>4.0</b>
Diff (Workforce/Labor Market)			<b>-11.6</b>		<b>5.2</b>		<b>-1.0</b>		<b>-12.4</b>		<b>3.7</b>
Paraprofessionals    -Labor Market			<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	4	4	<b>100.0</b>	1	<b>25.0</b>	1	<b>25.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>32.6</b>		<b>16.6</b>		<b>7.8</b>		<b>-19.0</b>		<b>-0.5</b>
Office/Clerical    -Labor Market			<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	30	29	<b>96.7</b>	4	<b>13.3</b>	4	<b>13.3</b>	2	<b>6.7</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>17.8</b>		<b>2.3</b>		<b>-9.3</b>		<b>-3.9</b>		<b>-0.5</b>
<b>TOTALS (Bottom Line)    -Labor Market</b>			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	66	45	<b>68.2</b>	8	<b>12.1</b>	7	<b>10.6</b>	3	<b>4.5</b>	1	<b>1.5</b>
Diff (Workforce/Labor Market)			<b>25.6</b>		<b>3.8</b>		<b>-15.2</b>		<b>-6.0</b>		<b>1.1</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **LEGISLATIVE**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts at national colleges, universities and law schools, professional and legal organizations, and minority communities.
- ◆ Will contact Civil Service regarding increasing attendance at job fairs and expositions.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)
- ◆ External outreach will be the same as listed above.

### **PARA-PROFESSIONALS**

- ◆ Will contact Civil Service and Human Resources to identify appropriate recruitment techniques as future openings occur.
- ◆ Outreach efforts will be the same as mentioned above.

### **OFFICE/CLERICAL**

- ◆ Will increase outreach efforts in minority communities by attending Job Fairs and Expositions, will post vacancy announcements at the Career Transition Center.
- ◆ Additional efforts as listed above.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: LEGISLATIVE**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	2	2	<b>100.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>63.6</b>		<b>-5.3</b>		<b>-13.1</b>		<b>-9.4</b>		<b>-0.4</b>
Professionals -Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	23	15	<b>65.2</b>	3	<b>13.0</b>	6	<b>26.1</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>17.6</b>		<b>6.2</b>		<b>17.1</b>		<b>-16.4</b>		<b>-0.3</b>
Paraprofessionals -Labor Market			<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	3	1	<b>33.3</b>	0	<b>0.0</b>	1	<b>33.3</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-34.1</b>		<b>-8.4</b>		<b>16.1</b>		<b>-19.0</b>		<b>-0.5</b>
Office/Clerical -Labor Market			<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	4	3	<b>75.0</b>	1	<b>25.0</b>	1	<b>25.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-3.9</b>		<b>14.0</b>		<b>2.4</b>		<b>-10.6</b>		<b>-0.5</b>
TOTAL (Bottom Line) -Labor Market			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	32	21	<b>65.6</b>	4	<b>12.5</b>	8	<b>25.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>23.0</b>		<b>4.2</b>		<b>-0.8</b>		<b>-10.5</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

## **LIBRARY SERVICES**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Hispanic, Asian, and American Indian populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target all groups, except Female (Black, Hispanic, Asian, and American Indian populations).
- ◆ External outreach will be the same as listed above.

#### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target all groups.
- ◆ External outreach will be the same as listed above, and include technical organizations.

#### **PARA-PROFESSIONALS**

- ◆ Will increase recruitment efforts to target all groups.

#### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Female, Asian, and American Indian populations.

#### **SKILLED CRAFT**

- ◆ There is only one position in this job category.
- ◆ Future recruitment efforts to target all groups.

## **LIBRARY SERVICES**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION** (continued)

#### **SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target Female, Hispanic, Asian, and American Indian populations.

**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: LIBRARY SERVICES**

January 1, 2002 - December 31, 2002

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	6	6	<b>100.0</b>	1	<b>16.7</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>63.6</b>		<b>11.4</b>		<b>-13.1</b>		<b>-9.4</b>		<b>-0.4</b>
Professionals	-Labor Market		<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	41	36	<b>87.8</b>	1	<b>2.4</b>	1	<b>2.4</b>	2	<b>4.9</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>40.2</b>		<b>-4.4</b>		<b>-6.6</b>		<b>-11.5</b>		<b>-0.3</b>
Technicians	-Labor Market		<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	1	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-41.1</b>		<b>-8.3</b>		<b>-16.2</b>		<b>-21.2</b>		<b>-0.3</b>
Paraprofessionals	-Labor Market		<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	1	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-67.4</b>		<b>-8.4</b>		<b>-17.2</b>		<b>-19.0</b>		<b>-0.5</b>
Office/Clerical	-Labor Market		<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	34	22	<b>64.7</b>	4	<b>11.8</b>	10	<b>29.4</b>	1	<b>2.9</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-14.2</b>		<b>0.8</b>		<b>6.8</b>		<b>-7.7</b>		<b>-0.5</b>
Skilled Craft	-Labor Market		<b>3.6</b>		<b>5.6</b>		<b>42.5</b>		<b>5.7</b>		<b>0.5</b>
2001 Workforce (Actual)	1	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-3.6</b>		<b>-5.6</b>		<b>-42.5</b>		<b>-5.7</b>		<b>-0.5</b>
Service/Maintenance	-Labor Market		<b>17.0</b>		<b>8.8</b>		<b>58.5</b>		<b>7.0</b>		<b>0.4</b>
2001 Workforce (Actual)	1	0	<b>0.0</b>	1	<b>100.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-17.0</b>		<b>91.2</b>		<b>-58.5</b>		<b>-7.0</b>		<b>-0.4</b>
TOTAL (Bottom Line)	-Labor Market		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	85	64	<b>75.3</b>	7	<b>8.2</b>	11	<b>12.9</b>	3	<b>3.5</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>32.7</b>		<b>-0.1</b>		<b>-12.9</b>		<b>-7.0</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data



# **LONG BEACH ENERGY**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target all groups, except American Indian.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target all groups, except Asian.
- ◆ External outreach will be the same as listed above.

### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target all groups, except Hispanic.
- ◆ External outreach will be the same as listed above, and include technical organizations.

### **PROTECTIVE SERVICES**

- ◆ Will increase recruitment efforts to target Hispanic, Asian, and American Indian populations.

### **PARA-PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Black and American Indian populations.

### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Female and American Indian populations.

### **SKILLED CRAFT**

- ◆ Future recruitment efforts to target Female and Hispanic populations.

## **LONG BEACH ENERGY**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION** (continued)

#### **SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target Female, Hispanic, and American Indian populations.

**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: Long Beach Energy**

January 1, 2002 - December 31, 2002

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market											
2001 Workforce (Actual)	21	5	23.8	0	0.0	2	9.5	1	4.8	1	4.8
Diff (Workforce/Labor Market)			-12.6		-5.3		-3.6		-4.6		4.4
Professionals -Labor Market											
2001 Workforce (Actual)	12	4	33.3	0	0.0	0	0.0	2	16.7	0	0.0
Diff (Workforce/Labor Market)			-14.3		-6.8		-9.0		0.3		-0.3
Technicians -Labor Market											
2001 Workforce (Actual)	12	2	16.7	0	0.0	2	16.7	2	16.7	0	0.0
Diff (Workforce/Labor Market)			-24.4		-8.3		0.5		-4.5		-0.3
Protective Services -Labor Market											
2001 Workforce (Actual)	22	13	59.1	9	40.9	4	18.2	1	4.5	0	0.0
Diff (Workforce/Labor Market)			43.1		22.1		-2.5		-1.4		-0.7
Paraprofessionals -Labor Market											
2001 Workforce (Actual)	4	4	100.0	0	0.0	1	25.0	1	25.0	0	0.0
Diff (Workforce/Labor Market)			32.6		-8.4		7.8		6.0		-0.5
Office/Clerical -Labor Market											
2001 Workforce (Actual)	39	24	61.5	8	20.5	11	28.2	6	15.4	0	0.0
Diff (Workforce/Labor Market)			-17.4		9.5		5.6		4.8		-0.5
Skilled Craft -Labor Market											
2001 Workforce (Actual)	107	0	0.0	11	10.3	22	20.6	13	12.1	3	2.8
Diff (Workforce/Labor Market)			-3.6		4.7		-21.9		6.4		2.3
Service/Maintenance -Labor Market											
2001 Workforce (Actual)	248	8	3.2	101	40.7	54	21.8	18	7.3	1	0.4
Diff (Workforce/Labor Market)			-0.4		35.1		-20.7		1.6		-0.1
TOTALS (Bottom Line) -Labor Market											
2001 Workforce (Actual)	465	60	12.9	129	27.7	96	20.6	44	9.5	5	1.1
Diff (Workforce/Labor Market)			-29.7		19.4		-5.2		-1.0		0.6

\*Relevant Labor Market Statistics based on 1990 Census Data

# **OIL PROPERTIES**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target all groups.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female, Hispanic and American Indian populations.
- ◆ External outreach will be the same as listed above.

### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target all groups.
- ◆ External outreach will be the same as listed above, and include technical organizations.

### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to American Indian populations.

**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: OIL PROPERTIES**

January 1, 2002 - December 31, 2002

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	8	1	<b>12.5</b>	0	<b>0.0</b>	1	<b>12.5</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-23.9</b>		<b>-5.3</b>		<b>-0.6</b>		<b>-9.4</b>		<b>-0.4</b>
Professionals	-Labor Market		<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	17	2	<b>11.8</b>	3	<b>17.6</b>	1	<b>5.9</b>	4	<b>23.5</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-35.8</b>		<b>10.8</b>		<b>-3.1</b>		<b>7.1</b>		<b>-0.3</b>
Technicians	-Labor Market		<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	6	1	<b>16.7</b>	0	<b>0.0</b>	2	<b>33.3</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-24.4</b>		<b>-8.3</b>		<b>17.1</b>		<b>-21.2</b>		<b>-0.3</b>
Office/Clerical	-Labor Market		<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	7	7	<b>100.0</b>	1	<b>14.3</b>	2	<b>28.6</b>	1	<b>14.3</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>21.1</b>		<b>3.3</b>		<b>6.0</b>		<b>3.7</b>		<b>-0.5</b>
TOTAL (Bottom Line)	-Labor Market		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	38	11	<b>28.9</b>	4	<b>10.5</b>	6	<b>15.8</b>	5	<b>13.2</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-13.7</b>		<b>2.2</b>		<b>-10.0</b>		<b>2.7</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **PARKS, RECREATION AND MARINE**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Asian and American Indian populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Hispanic, Asian, and American Indian populations.
- ◆ External outreach will be the same as listed above.
- ◆ Continue to work with Civil Service.

### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target Black and American Indian populations.
- ◆ External outreach will be the same as listed above, and include technical organizations.

### **PROTECTIVE SERVICES**

- ◆ Will increase recruitment efforts to target all groups, except Hispanic.
- ◆ Continue to work with Civil Service.

### **PARA-PROFESSIONALS**

- ◆ Will increase recruitment efforts to target all groups.
- ◆ There are only two positions in this category.

**PARKS, RECREATION AND MARINE**  
**OBJECTIVES TO ADDRESS UNDER-UTILIZATION**  
(continued)

**OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Hispanic, Asian, and American Indian populations.

**SKILLED CRAFT**

- ◆ Future recruitment efforts to target all groups, except Black.

**SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target all groups, except Black

**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: PARKS, RECREATION & MARINE** January 1, 2002 - December 31, 2002

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	31	15	<b>48.4</b>	3	<b>9.7</b>	6	<b>19.4</b>	1	<b>3.2</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>12.0</b>		<b>4.4</b>		<b>6.3</b>		<b>-6.2</b>		<b>-0.4</b>
Professionals	-Labor Market		<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	34	24	<b>70.6</b>	7	<b>20.6</b>	3	<b>8.8</b>	1	<b>2.9</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>23.0</b>		<b>13.8</b>		<b>-0.2</b>		<b>-13.5</b>		<b>-0.3</b>
Technicians	-Labor Market		<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	4	2	<b>50.0</b>	0	<b>0.0</b>	1	<b>25.0</b>	1	<b>25.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>8.9</b>		<b>-8.3</b>		<b>8.8</b>		<b>3.8</b>		<b>-0.3</b>
Protective Services	-Labor Market		<b>16.0</b>		<b>18.8</b>		<b>20.7</b>		<b>5.9</b>		<b>0.7</b>
2001 Workforce (Actual)	7	1	<b>14.3</b>	0	<b>0.0</b>	3	<b>42.9</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-1.7</b>		<b>-18.8</b>		<b>22.2</b>		<b>-5.9</b>		<b>-0.7</b>
Paraprofessionals	-Labor Market		<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	2	1	<b>50.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-17.4</b>		<b>-8.4</b>		<b>-17.2</b>		<b>-19.0</b>		<b>-0.5</b>
Office/Clerical	-Labor Market		<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	50	44	<b>88.0</b>	9	<b>18.0</b>	10	<b>20.0</b>	2	<b>4.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>9.1</b>		<b>7.0</b>		<b>-2.6</b>		<b>-6.6</b>		<b>-0.5</b>
Skilled Craft	-Labor Market		<b>3.6</b>		<b>5.6</b>		<b>42.5</b>		<b>5.7</b>		<b>0.5</b>
2001 Workforce (Actual)	36	1	<b>2.8</b>	10	<b>27.8</b>	13	<b>36.1</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-0.8</b>		<b>22.2</b>		<b>-6.4</b>		<b>-5.7</b>		<b>-0.5</b>
Service/Maintenance	-Labor Market		<b>17.0</b>		<b>8.8</b>		<b>58.5</b>		<b>7.0</b>		<b>0.4</b>
2001 Workforce (Actual)	71	8	<b>11.3</b>	21	<b>29.6</b>	26	<b>36.6</b>	2	<b>2.8</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-5.7</b>		<b>20.8</b>		<b>-21.9</b>		<b>-4.2</b>		<b>-0.4</b>
<b>TOTAL (Bottom Line)</b>	<b>-Labor Market</b>		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	235	96	<b>40.9</b>	50	<b>21.3</b>	62	<b>26.4</b>	7	<b>3.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-1.7</b>		<b>13.0</b>		<b>0.6</b>		<b>-7.5</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data



## **PLANNING AND BUILDING**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target all groups, except Asian.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female, Asian, and American Indian populations.
- ◆ External outreach will be the same as listed above.
- ◆ Will participate in Engineering Symposium to attract under-utilized minorities.

#### **PARA-PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female, Black, and American Indian populations.

#### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Black, Hispanic, and American Indian populations.

#### **SKILLED CRAFT**

- ◆ Future recruitment efforts to target Hispanic and American Indian populations.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: PLANNING & BUILDING**

Job Category	Total	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%

Officials/Administrators	-Labor Market		36.4		5.3		13.1		9.4		0.4
2001 Workforce (Actual)	9	1	11.1	0	0.0	0	0.0	1	11.1	0	0.0
Diff (Workforce/Labor Market)			-25.3		-5.3		-13.1		1.7		-0.4

Professionals	-Labor Market		47.6	6.8	9.0	16.4	0.3				
2001 Workforce (Actual)	24	9	37.5	2	8.3	3	12.5	2	8.3	0	0.0
Diff (Workforce/Labor Market)			-10.1		1.5		3.5		-8.1		-0.3

Paraprofessionals	-Labor Market		67.4		8.4		17.2		19.0		0.5
2001 Workforce (Actual)	5	2	40.0	0	0.0	1	20.0	3	60.0	0	0.0
Diff (Workforce/Labor Market)			-27.4		-8.4		2.8		41.0		-0.5

Office/Clerical	-Labor Market		78.9		11.0		22.6		10.6		0.5
2001 Workforce (Actual)	16	15	93.8	1	6.3	0	0.0	4	25.0	0	0.0
Diff (Workforce/Labor Market)			14.9		-4.8		-22.6		14.4		-0.5

Skilled Craft	-Labor Market		3.6	5.6	42.5	5.7	0.5				
2001 Workforce (Actual)	53	8	15.1	3	5.7	4	7.5	3	5.7	0	0.0
Diff (Workforce/Labor Market)			11.5		0.1		-35.0		0.0		-0.5

TOTAL (Bottom Line)		-Labor Market		42.6	8.3	25.8	10.5	0.4			
2001 Workforce (Actual)	107	35	32.7	6	5.6	8	7.5	13	12.1	0	0.0
Diff (Workforce/Labor Market)			-9.9		-2.7		-18.3		1.6		-0.4

\*Relevant Labor Market Statistics based on 1990 Census Data

# **POLICE DEPARTMENT**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **(SWORN/NON-SWORN PERSONNEL)**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target all groups.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.
- ◆ Will target internal recruitment efforts by establishing a career path for current employees (e.g. Reassignment for Training Program, Mentor Program, etc.)

#### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Black, Asian, and American Indian populations.
- ◆ External outreach will be the same as listed above.

#### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target Hispanic, Asian, and American Indian populations.
- ◆ External outreach will be the same as listed above, and include technical organizations.

#### **PROTECTIVE SERVICES**

- ◆ Will increase recruitment efforts to target Female and Black populations.
- ◆ Continue to work with Civil Service.

## **POLICE DEPARTMENT**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION (continued) (SWORN/NON-SWORN PERSONNEL)**

#### **PARA-PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female and American Indian populations.

#### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Hispanic populations.

#### **SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target Asian and American Indian populations.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: POLICE**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	25	5	<b>20.0</b>	2	<b>8.0</b>	1	<b>4.0</b>	1	<b>4.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-16.4</b>		<b>2.7</b>		<b>-9.1</b>		<b>-5.4</b>		<b>-0.4</b>
Professionals -Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	10	6	<b>60.0</b>	0	<b>0.0</b>	1	<b>10.0</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>12.4</b>		<b>-6.8</b>		<b>1.0</b>		<b>-16.4</b>		<b>-0.3</b>
Technicians -Labor Market			<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	31	18	<b>58.1</b>	5	<b>16.1</b>	4	<b>12.9</b>	5	<b>16.1</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>17.0</b>		<b>7.8</b>		<b>-3.3</b>		<b>-5.1</b>		<b>-0.3</b>
Protective Services -Labor Market			<b>16.0</b>		<b>18.8</b>		<b>20.7</b>		<b>5.9</b>		<b>0.7</b>
2001 Workforce (Actual)	994	123	<b>12.4</b>	81	<b>8.1</b>	214	<b>21.5</b>	77	<b>7.7</b>	7	<b>0.7</b>
Diff (Workforce/Labor Market)			<b>-3.6</b>		<b>-10.7</b>		<b>0.8</b>		<b>1.8</b>		<b>0.0</b>
Paraprofessionals -Labor Market			<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	31	20	<b>64.5</b>	4	<b>12.9</b>	8	<b>25.8</b>	7	<b>22.6</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-2.9</b>		<b>4.5</b>		<b>8.6</b>		<b>3.6</b>		<b>-0.5</b>
Office/Clerical -Labor Market			<b>78.9</b>		<b>11</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	225	192	<b>85.3</b>	47	<b>20.9</b>	23	<b>10.2</b>	48	<b>21.3</b>	2	<b>0.9</b>
Diff (Workforce/Labor Market)			<b>6.4</b>		<b>9.9</b>		<b>-12.4</b>		<b>10.7</b>		<b>0.4</b>
Service/Maintenance -Labor Market			<b>17.0</b>		<b>8.8</b>		<b>58.5</b>		<b>7.0</b>		<b>0.4</b>
2001 Workforce (Actual)	14	7	<b>50.0</b>	4	<b>28.6</b>	9	<b>64.3</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>33.0</b>		<b>19.8</b>		<b>5.8</b>		<b>-7.0</b>		<b>-0.4</b>
<b>TOTAL (Bottom Line) -Labor Market</b>			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	1330	371	<b>27.9</b>	143	<b>10.8</b>	260	<b>19.5</b>	138	<b>10.4</b>	9	<b>0.7</b>
Diff (Workforce/Labor Market)			<b>-14.7</b>		<b>2.5</b>		<b>-6.3</b>		<b>-0.1</b>		<b>0.3</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: POLICE - SWORN** (Police Officer classifications including Police Recruit)

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrator	-Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	17	0	<b>0.0</b>	1	<b>5.9</b>	1	<b>5.9</b>	0	<b>0.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-36.4</b>		<b>0.6</b>		<b>-7.2</b>		<b>-9.4</b>		<b>-0.4</b>
Protective Services	-Labor Market		<b>16.0</b>		<b>18.8</b>		<b>20.7</b>		<b>5.9</b>		<b>0.7</b>
2001 Workforce (Actual)	835	93	<b>11.1</b>	56	<b>6.7</b>	174	<b>20.8</b>	61	<b>7.3</b>	5	<b>0.6</b>
Diff (Workforce/Labor Market)			<b>-4.9</b>		<b>-12.1</b>		<b>0.1</b>		<b>1.4</b>		<b>-0.1</b>
TOTAL (Bottom Line)	-Labor Market		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	852	93	<b>10.9</b>	57	<b>6.7</b>	175	<b>20.5</b>	61	<b>7.2</b>	5	<b>0.6</b>
Diff (Workforce/Labor Market)			<b>-31.7</b>		<b>-1.6</b>		<b>-5.3</b>		<b>-3.3</b>		<b>0.2</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

## **PUBLIC WORKS**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

#### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Female, Hispanic, and American Indian populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

#### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female, Black, and American Indian populations.
- ◆ External outreach will be the same as listed above.

#### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target all groups, except Black.
- ◆ External outreach will be the same as listed above, and include technical organizations.

#### **PROTECTIVE SERVICES**

- ◆ Will increase recruitment efforts to target all groups, except Asian.
- ◆ Continue to work with Civil Service.

#### **PARA-PROFESSIONALS**

- ◆ Will increase recruitment efforts to target all groups.

#### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Hispanic and Asian populations.

## **PUBLIC WORKS**

### **OBJECTIVES TO ADDRESS UNDER-UTILIZATION** (continued)

#### **SKILLED CRAFT**

- ◆ Will increase recruitment efforts to target Female and Hispanic populations.

#### **SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target Hispanic and American Indian populations.



**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: PUBLIC WORKS**

January 1, 2002 - December 31, 2002

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	25	9	<b>36.0</b>	3	<b>12.0</b>	2	<b>8.0</b>	3	<b>12.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-0.4</b>		<b>6.7</b>		<b>-5.1</b>		<b>2.6</b>		<b>-0.4</b>
Professionals	-Labor Market		<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	33	9	<b>27.3</b>	2	<b>6.1</b>	8	<b>24.2</b>	6	<b>18.2</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-20.3</b>		<b>-0.7</b>		<b>15.2</b>		<b>1.8</b>		<b>-0.3</b>
Technicians	-Labor Market		<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	27	4	<b>14.8</b>	3	<b>11.1</b>	2	<b>7.4</b>	5	<b>18.5</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-26.3</b>		<b>2.8</b>		<b>-8.8</b>		<b>-2.7</b>		<b>-0.3</b>
Protective Services	-Labor Market		<b>16.0</b>		<b>18.8</b>		<b>20.7</b>		<b>5.9</b>		<b>0.7</b>
2001 Workforce (Actual)	13	0	<b>0.0</b>	2	<b>15.4</b>	0	<b>0.0</b>	3	<b>23.1</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-16.0</b>		<b>-3.4</b>		<b>-20.7</b>		<b>17.2</b>		<b>-0.7</b>
Paraprofessionals	-Labor Market		<b>67.4</b>		<b>8.4</b>		<b>17.2</b>		<b>19.0</b>		<b>0.5</b>
2001 Workforce (Actual)	14	4	<b>28.6</b>	1	<b>7.1</b>	1	<b>7.1</b>	2	<b>14.3</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-38.8</b>		<b>-1.3</b>		<b>-10.1</b>		<b>-4.7</b>		<b>-0.5</b>
Office/Clerical	-Labor Market		<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	29	28	<b>96.6</b>	5	<b>17.2</b>	5	<b>17.2</b>	3	<b>10.3</b>	1	<b>3.4</b>
Diff (Workforce/Labor Market)			<b>17.7</b>		<b>6.2</b>		<b>-5.4</b>		<b>-0.3</b>		<b>2.9</b>
Skilled Craft	-Labor Market		<b>3.6</b>		<b>5.6</b>		<b>42.5</b>		<b>5.7</b>		<b>0.5</b>
2001 Workforce (Actual)	112	2	<b>1.8</b>	20	<b>17.9</b>	21	<b>18.8</b>	9	<b>8.0</b>	2	<b>1.8</b>
Diff (Workforce/Labor Market)			<b>-1.8</b>		<b>12.3</b>		<b>-23.8</b>		<b>2.3</b>		<b>1.3</b>
Service/Maintenance	-Labor Market		<b>17.0</b>		<b>8.8</b>		<b>58.5</b>		<b>7.0</b>		<b>0.4</b>
2001 Workforce (Actual)	93	23	<b>24.7</b>	29	<b>31.2</b>	31	<b>33.3</b>	8	<b>8.6</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>7.7</b>		<b>22.4</b>		<b>-25.2</b>		<b>1.6</b>		<b>-0.4</b>
<b>TOTAL (Bottom Line)</b>	<b>-Labor Market</b>		<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	346	79	<b>22.8</b>	65	<b>18.8</b>	70	<b>20.2</b>	39	<b>11.3</b>	3	<b>0.9</b>
Diff (Workforce/Labor Market)			<b>-19.8</b>		<b>10.5</b>		<b>-5.6</b>		<b>0.8</b>		<b>0.5</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **TECHNOLOGY SERVICES**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Female, Hispanic, and American Indian populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female, Black, Hispanic, and American Indian populations.
- ◆ External outreach will be the same as listed above.

### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target Female, Asian, and American Indian populations.
- ◆ External outreach will be the same as listed above, and include technical organizations.

### **PROTECTIVE SERVICES**

- ◆ Will increase recruitment efforts to target all groups, except Asian.
- ◆ Continue to work with Civil Service.

### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Female, Asian, and American Indian populations.

### **SKILLED CRAFT**

- ◆ Will increase recruitment efforts to target all groups, except Asian.

**City of Long Beach**  
**Work Force by Department\***  
(Permanent Full-Time Work Force)  
January 1, 2001 - December 31, 2001

**Department: TECHNOLOGY SERVICES**

Job Category	Total Employees	Female		Black		Hispanic		Asian		American Indian	
		#	%	#	%	#	%	#	%	#	%
Officials/Administrators -Labor Market			<b>36.4</b>		<b>5.3</b>		<b>13.1</b>		<b>9.4</b>		<b>0.4</b>
2001 Workforce (Actual)	16	4	<b>25.0</b>	1	<b>6.3</b>	2	<b>12.5</b>	2	<b>12.5</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-11.4</b>		<b>1.0</b>		<b>-0.6</b>		<b>3.1</b>		<b>-0.4</b>
Professionals -Labor Market			<b>47.6</b>		<b>6.8</b>		<b>9.0</b>		<b>16.4</b>		<b>0.3</b>
2001 Workforce (Actual)	56	23	<b>41.1</b>	2	<b>3.6</b>	3	<b>5.4</b>	15	<b>26.8</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-6.5</b>		<b>-3.2</b>		<b>-3.6</b>		<b>10.4</b>		<b>-0.3</b>
Technicians -Labor Market			<b>41.1</b>		<b>8.3</b>		<b>16.2</b>		<b>21.2</b>		<b>0.3</b>
2001 Workforce (Actual)	41	9	<b>22.0</b>	12	<b>29.3</b>	8	<b>19.5</b>	4	<b>9.8</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-19.1</b>		<b>21.0</b>		<b>3.3</b>		<b>-11.4</b>		<b>-0.3</b>
Office/Clerical -Labor Market			<b>78.9</b>		<b>11.0</b>		<b>22.6</b>		<b>10.6</b>		<b>0.5</b>
2001 Workforce (Actual)	20	15	<b>75.0</b>	4	<b>20.0</b>	6	<b>30.0</b>	2	<b>10.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-3.9</b>		<b>9.0</b>		<b>7.4</b>		<b>-0.6</b>		<b>-0.5</b>
Skilled Craft -Labor Market			<b>3.6</b>		<b>5.6</b>		<b>42.5</b>		<b>5.7</b>		<b>0.5</b>
2001 Workforce (Actual)	2	0	<b>0.0</b>	0	<b>0.0</b>	0	<b>0.0</b>	1	<b>50.0</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-3.6</b>		<b>-5.6</b>		<b>-42.5</b>		<b>44.3</b>		<b>-0.5</b>
TOTALS (Bottom Line) -Labor Market			<b>42.6</b>		<b>8.3</b>		<b>25.8</b>		<b>10.5</b>		<b>0.4</b>
2001 Workforce (Actual)	135	51	<b>37.8</b>	19	<b>14.1</b>	19	<b>14.1</b>	24	<b>17.8</b>	0	<b>0.0</b>
Diff (Workforce/Labor Market)			<b>-4.8</b>		<b>5.8</b>		<b>-11.7</b>		<b>7.3</b>		<b>-0.4</b>

\*Relevant Labor Market Statistics based on 1990 Census Data

# **WATER DEPARTMENT**

## **OBJECTIVES TO ADDRESS UNDER-UTILIZATION**

### **OFFICIALS/ADMINISTRATORS**

- ◆ Will increase recruitment efforts to target Female, Hispanic, and American Indian populations.
- ◆ Will use all forms of media (newspaper and magazine advertisements, internet and intranet access, professional organizations, and mailings) to increase outreach.

### **PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Female, Black, and American Indian populations.
- ◆ External outreach will be the same as listed above.

### **TECHNICIANS**

- ◆ Will increase recruitment efforts to target all groups, except Black.
- ◆ External outreach will be the same as listed above, and include technical organizations.

### **PARA-PROFESSIONALS**

- ◆ Will increase recruitment efforts to target Black and Hispanic populations.

### **OFFICE/CLERICAL**

- ◆ Will increase recruitment efforts to target Hispanic populations.

### **SKILLED CRAFT**

- ◆ Will increase recruitment efforts to target all groups, except Black.

### **SERVICE MAINTENANCE**

- ◆ Future recruitment efforts to target Female, Hispanic and Asian populations.

**City of Long Beach**  
**Work Force by Department\***

(Permanent Full-Time Work Force)

**Department: WATER**

January 1, 2002 - December 31, 2002

Job Category	Total Employees		Female		Black		Hispanic		Asian		American Indian	
	#	%	#	%	#	%	#	%	#	%	#	%
Officials/Administrators	-Labor Market		36.4		5.3		13.1		9.4		0.4	
2001 Workforce (Actual)	22	3	13.6	2	9.1	1	4.5	7	31.8	0	0.0	
Diff (Workforce/Labor Market)			-22.8		3.8		-8.6		22.4		-0.4	
Professionals	-Labor Market		47.6		6.8		9.0		16.4		0.3	
2001 Workforce (Actual)	17	7	41.2	0	0.0	4	23.5	7	41.2	0	0.0	
Diff (Workforce/Labor Market)			-6.4		-6.8		14.5		24.8		-0.3	
Technicians	-Labor Market		41.1		8.3		16.2		21.2		0.3	
2001 Workforce (Actual)	16	3	18.8	4	25.0	2	12.5	2	12.5	0	0.0	
Diff (Workforce/Labor Market)			-22.4		16.7		-3.7		-8.7		-0.3	
Paraprofessionals	-Labor Market		67.4		8.4		17.2		19.0		0.5	
2001 Workforce (Actual)	4	4	100.0	0	0.0	0	0.0	2	50.0	1	25.0	
Diff (Workforce/Labor Market)			32.6		-8.4		-17.2		31.0		24.5	
Office/Clerical	-Labor Market		78.9		11.0		22.6		10.6		0.5	
2001 Workforce (Actual)	17	15	88.2	5	29.4	1	5.9	3	17.6	1	5.9	
Diff (Workforce/Labor Market)			9.3		18.4		-16.7		7.0		5.4	
Skilled Craft	-Labor Market		3.6		5.6		42.5		5.7		0.5	
2001 Workforce (Actual)	78	2	2.6	7	9.0	15	19.2	4	5.1	0	0.0	
Diff (Workforce/Labor Market)			-1.0		3.4		-23.3		-0.6		-0.5	
Service/Maintenance	-Labor Market		17.0		8.8		58.5		7.0		0.4	
2001 Workforce (Actual)	63	0	0.0	8	12.7	25	39.7	0	0.0	1	1.6	
Diff (Workforce/Labor Market)			-17.0		3.9		-18.8		-7.0		1.2	
TOTAL (Bottom Line)	-Labor Market		42.6		8.3		25.8		10.5		0.4	
2001 Workforce (Actual)	217	34	15.7	26	12.0	48	22.1	25	11.5	3	1.4	
Diff (Workforce/Labor Market)			-26.9		3.7		-3.7		1.0		1.0	

\*Relevant Labor Market Statistics based on 1990 Census Data

## POSITION TITLES BY JOB CATEGORY

### **OFFICIALS/ADMINISTRATORS:**

Appointed Positions  
Assistant City Manager  
Deputy City Manager  
Elected Officials  
Management Positions  
Office Manager – Attorney  
Officer Manager – Water

### **PROFESSIONALS:**

Accident Prevention Coordinator I-II  
Accountant series  
Administrative Analyst series  
Administrative Assistant-Mayor & Council  
Administrative Projects Coordinator  
Airport Operations Specialist I-II  
Aquatics Supervisor I-IV  
Assistant Administrative Analyst series  
Assistant Band Conductor  
Assistant Chief Harbor Engineer  
Assistant Chief Wharfinger  
Assistant Director of Finance  
Assistant Director of Maintenance  
Assistant Marketing Manager series  
Assistant Planner I-II  
Assistant Traffic Manager  
Associate Director of Properties  
Audit Analyst  
Audit Manager  
Business Systems Specialist I-VII  
Buyer I-II  
Capital Project Coordinator I-III  
Chief Building Inspector  
Chief Construction Inspector  
Chief Investigator  
Chief Wharfinger  
Civil Engineer series  
Civil Engineering Assistant  
Civil Engineering Associate  
Claims Investigator/Representative I

Communications Center Coordinator  
Communications Officer  
Communications Specialist VII  
Community Development Analyst I-III  
Community Development Specialist I-III  
Community Services Supervisor I-II  
Contract Administrator I-II  
Contractor – Special Status  
Corrosion Control Supervisor  
Cultural Program Supervisor  
Department Librarian I-II  
Deputy Chief Harbor Engineer  
Deputy City Attorney  
Deputy City Prosecutor  
Development Project Manager I-III  
Economic Development Specialist I-III  
Electrical Engineer  
Electrical Engineering Associate  
Emergency Medical Education  
Coordinator  
Emergency Medical Educator  
Employee Services Assistant  
Environmental Health Specialist series  
Environmental Remediation Spec I-II  
Environmental Specialist series  
Epidemiologist series  
General Librarian I-II  
Geographic Info System Analyst I-III  
Geographic Info System Tech I-II  
Geologist series  
Hazardous Materials Specialist I-II  
Hazardous Waste Coordinator  
Historical Curator series  
Housing Rehabilitation Supervisor I-II  
Intelligence Analyst  
Investigator I-III  
Investigator – City Manager  
Investigator – City Prosecutor  
Landscape Architect  
Legislative Assistant  
Management Assistant  
Manager of Environmental Planning

Manager of Leasing Sales  
 Manager of Master Planning  
 Manager of Rail Transportation  
 Manager of Transportation Planning  
 Market Planning Assistant  
 Market Research Economists  
 Marketing Manager  
 Mechanical Engineer series  
 Medical Social Worker I-II  
 Microbiologist Supervisor  
 Nurse series  
 Office Administrator  
 Office Automation Analyst I-III  
 Office Manager – Prosecutor  
 Park Naturalist  
 Personnel Analyst I-III  
 Personnel Analyst I-III Conf.  
 Petroleum Engineer series  
 Planner series  
 Port Communication Specialist I-V  
 Port Leasing Sales Officer I-IV  
 Port Planner I-III  
 Port Risk series  
 Program Specialist – City Manager  
 Programmer Analyst I-VI  
 Public Health Nurse series  
 Public Health Nutritionist I-III  
 Public Health Physician  
 Public Health Professional I-III  
 Recycling Specialist I-II  
 Senior Architectural Engineer  
 Senior Program Manager  
 Auditor series  
 Structural Engineer series  
 Systems Support Specialist I-VII  
 Traffic Engineer series  
 Traffic Manager  
 Transportation Planner I-III  
 Victim's Advocate  
 Water Quality Organic Chemist  
 Water Quality Process Engineer  
 Workers Comp Claims Examiner series  
 Workforce Development Supervisor I

Chief Clerk of Records  
 Communications Specialist I-VI  
 Computer Operator I-III  
 Criminalist I-III  
 Data Processing Assistant  
 Electronic Communication Tech I-III  
 Engineering Technician series  
 Fingerprint Classifier  
 Gas Measurement Assistant I-II  
 Gas Systems Control Supervisor  
 Geographic Info Systems Technician I-II  
 Graphic Artist  
 Handwriting Examiner  
 Housing Rehabilitation Counselor  
 Identification Technician I-II  
 Laboratory Analyst I-III  
 Laboratory Assistant I-III  
 License Inspector I-II  
 Marine Supervisor  
 Materials Inspector  
 Materials Testing Chemist  
 Microbiologist series  
 Microfilm Technician  
 Musician  
 Oil Field Gauger I-II  
 Petroleum Operations Coordinator I-II  
 Photographer  
 Polygraph Examiner  
 Principal Geological Drafting Technician  
 Programmer  
 Property Management Specialist I-II  
 Senior Engineering Technician I-II  
 Senior Geological Drafting Technician  
 Senior Records Clerk  
 Senior Survey Technician  
 Senior Surveyor  
 Survey Technician  
 Surveyor  
 Systems Analyst I-II  
 Systems Technician I-IV  
 Technical Assistant  
 Telemetry Instrument Technician I-II  
 Visual Arts Specialist I-II  
 Wharfinger I-II

## **TECHNICIANS:**

X-Ray Technician

Administrative Aide I-III Conf.  
Administrative Intern  
Airport Operations Assistant I-II

**PROTECTIVE SERVICES:**

Animal Control Officer series  
Animal Health Technician  
Animal License Inspector  
Battalion Chief  
Chief Port Security Officer  
Fire Boat Officer  
Fire Captain  
Fire Engineer  
Fire Safety Specialist  
Firefighter  
Firefighter Trainee  
Fire Recruit  
Graphics Technician  
Identification Officer  
Lieutenant – Beach Safety  
Lieutenant – Rescue Boats  
Lifeguard  
Marine Safety Captain  
Marine Safety Lieutenant  
Marine Safety Officer  
Marine Safety Sergeant  
Park Ranger I-II  
Parking Control Checker I-II  
Parking Control Supervisor  
Police Cadet  
Police Corporal  
Police Investigator  
Police Lieutenant  
Police Officer  
Police Recruit  
Police Sergeant  
Pool Lifeguard I-II  
School Guard  
Security Officer I-IV  
Supervising Park Ranger

**PARAPROFESSIONALS:**

Accounting Technician

Assistant Buyer  
Chief Deputy City Clerk  
Chief Surveyor  
Combination Building Inspector Aide I-II  
Community Development Technician I-IV  
Community Information Specialist I-II  
Community Relations Assistant I-II  
Engineering Aide I-III  
Law Clerk  
Legal Assistant III-IV  
Legal Records Management Supervisor  
Licensed Vocational Nurse  
Nutrition Aide I-II  
Paralegal  
Payroll Specialist I-II  
Personnel Assistant I-II  
Personnel Assistant I-II Conf.  
Petroleum Engineering Technician  
Planning Aide  
Police Services Assistant I-III  
Protection Aide  
Real Estate Technician I-II  
Recreation Assistant  
Recreation Leader/Specialist I-X  
Senior Payroll/Personnel Assistant  
Student Worker  
Technical Aide  
Traffic Engineering Aide I-II  
Workers Comp Claim Assistant

**OFFICE/CLERICAL:**

Accounting Clerk I-III  
Airport Operations Assistant I-II  
Assistant to Executive Director  
Cargo Audit Clerk I-IV  
Case Manager I-III  
Clerical Aide I-II  
Clerk I-III  
Clerk Supervisor



Clerk Typist I-V Conf.  
 Communications Assistant I-III  
 Communications Center Supervisor  
 Communications Dispatcher I-IV  
 Community Develop Clerical Assistant I-III  
 Community Worker  
 Councilmanic Secretary  
 Counselor I-II  
 Customer Service Representative I-III  
 Customer Services Supervisor I-II  
 Data Entry Operator I-II  
 Deputy City Clerk I-II  
 Election Employee  
 Election Supervisor  
 Executive Secretary series  
 Health Educator I-II  
 Housing Assistance Coordinator  
 Housing Specialist I-III  
 Legal Assistant I-II  
 Legal Office Assistant  
 Legal Office Specialist  
 Legal Records Assistant  
 Legal Records Specialist  
 Legal Records Supervisor  
 Legal Secretary series  
 Legal Stenographer I-III  
 Liability Claims Assistant I-II  
 Library Aide  
 Library Circulation Supervisor  
 Library Clerk I-IV  
 Marina Agent I-III  
 Mechanical Equipment Stock Clerk I-III  
 Medical Assistant I-II  
 Messenger/Mail Clerk I-II  
 Minute Clerk  
 Occupancy Specialist I-III  
 Office Services Assistant I-III  
 Office Specialist – Prosecutor  
 Outreach Worker I-II  
 Page  
 Payroll/Personnel Assistant I-III  
 Police Property & Supply Clerk I-II  
 Police Systems Supervisor  
 Public Health Associate I-III  
 Public Health Registrar

Records Center Supervisor  
 Records Manager – City Clerk  
 Secretary series  
 Senior Minute Clerk  
 Stock and Receiving Clerk  
 Storekeeper I-III  
 Student Worker  
 Supervising Senior Legal Secretary  
 Supervisor Stores & Property  
 Supervising Workers' Comp Secretary  
 Workers' Compensation Administrative Assistant  
 Workers' Compensation Office Asst. I-II

### **SKILLED CRAFT:**

Alternative Fuels Coordinator  
 Assistant Traffic Signal Technician I-II  
 Body & Fender Mechanic – Painter I-II  
 Building Maintenance Engineer  
 Building Services Supervisor  
 Carpenter  
 Carpenter Supervisor  
 Cement Finisher I-II  
 Combination Building Inspector series  
 Construction Inspector series  
 Construction Supervisor  
 Electrical Inspector series  
 Electrical Supervisor  
 Electrician  
 Equipment Mechanic series  
 Equipment Operator series  
 Fleet Services Supervisor  
 Gas Distribution Supervisor I-II  
 Gas Instrument Technician  
 Gas Maintenance Supervisor I-II  
 Gas Orifice Meter Technician I-II  
 Gas Meter Repair Supervisor  
 General Maintenance Supervisor I-II  
 Harbor Maintenance Mechanic I-II  
 Harbor Maintenance Superintendent I-II  
 Helicopter Mechanic  
 Locksmith  
 Machinist  
 Master Mechanic

Mechanic – Harbor  
Mechanical Supervisor I-II  
Mechanical Systems Supervisor  
Office Services Supervisor  
Offset Press Operator I-II  
Painter I-II  
Painter Supervisor  
Parking Meter Technician I-II  
Pipeline Welder  
Plan Checker series  
Plasterer  
Plumber  
Plumber Supervisor  
Plumbing Inspector series  
Power Equipment Repair Mechanic I-III  
Principal Building Inspector  
Principal Construction Inspector  
Senior Mechanical Inspector  
Street Maintenance Supervisor I-II  
Supervisor – Facilities Maintenance  
Traffic Painter I-II  
Traffic Signal Coordinator  
Traffic Signal Technician series  
Utilities System Operator  
Water Support Services Supervisor  
Water Treatment Plant Operator I-III  
Water Treatment Plant Supervisor  
Water Utility Supervisor I-II  
Welder

Admissions Attendant I-III  
Automatic Sprinkler Control Technician  
Garage Service Attendant I-III  
Garage Supervisor  
Gardener I-II  
Gas Crew Utility Assistant I-III  
Gas Field Service Representative I-III  
General Maintenance Assistant  
Groundskeeper I-II  
Institutional Cook  
Maintenance Aide I-II  
Maintenance Assistant I-III  
Maintenance Supervisor  
Marine Aide  
Motor Sweeper Operator  
Park Maintenance Supervisor  
Park Operations Attendant I-II  
Refuse Field Investigator  
Refuse Operator I-III  
Refuse Supervisor  
Storm Drain Maintenance Crew Member I-II  
Storm Drain Maintenance Crew Leader  
Storm Drain Plan Mechanic  
Street Landscaping Supervisor I-II  
Supervising Custodian  
Supervisor – Waste Operations  
Tree Trimmer I-II  
Vector Control Specialist I-II  
Water Utility Mechanic I-III  
Youth Trainee I-IV

**SERVICE/MAINTENANCE:**

**COMPARATIVE ANALYSIS OF WORK FORCE**  
**Compares 2001 with 1998 (base year) and 1973 (year prior to last Plan)**

	1973		1998		2001		Difference in Percentage Points Between 2001 &	
	#	%	#	%	#	%	1973	1998
Total Employees	4,306		4,182		4698		9.1%	12.3%
Male	3,549	82.4%	2,880	68.9%	3134	66.7%	-15.7%	-2.2%
Female	757	17.6%	1,302	31.1%	1564	33.3%	15.7%	2.2%
Total White	3,452	80.2%	2,425	58.0%	2533	53.9%	-26.3%	-4.1%
Male	2,798	65.0%	1,733	41.4%	1784	38.0%	-27.0%	-3.6%
Female	654	15.2%	692	16.5%	749	15.9%	0.7%	-0.6%
Total Minority	854	19.8%	1,757	42.0%	2165	46.1%	26.3%	4.1%
Male	751	17.4%	1,147	27.4%	1350	28.7%	11.3%	1.3%
Female	103	2.4%	610	14.6%	815	17.3%	14.9%	2.7%
Black	576	13.4%	640	15.3%	723	15.4%	2.0%	0.1%
Hispanic	168	3.9%	682	16.3%	894	19.0%	15.1%	2.7%
Asian	93	2.2%	399	9.5%	519	11.0%	8.8%	1.5%
American Indian	17	0.4%	36	0.9%	29	0.6%	0.2%	-0.3%

\* Percent of change (All other figures in this column indicate changes in percentage points).

Table A  
**ETHNIC/SEX REPRESENTATION IN WORK FORCE 1973 - 2001**  
 Permanent Full-time Work Force

Year	Total Work Force	Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	3549	82.4	757	17.6	3452	80.2	854	19.8	576	13.4	168	3.9	93	2.2	17	0.4
1974	4464	3598	80.6	866	19.4	3529	79.1	935	20.9	625	14.0	195	4.4	96	2.2	19	0.4
1975	4513	3648	80.8	865	19.2	3555	78.8	958	21.2	640	14.2	197	4.4	104	2.3	17	0.4
1976	4489	3590	80.0	899	20.0	3498	77.9	991	22.1	649	14.5	213	4.7	111	2.5	18	0.4
1977	4404	3493	79.3	911	20.7	3398	77.2	1006	22.8	646	14.7	234	5.3	110	2.5	16	0.4
1978	3894	3041	78.1	853	21.9	3003	77.1	891	22.9	569	14.6	212	5.4	94	2.4	16	0.4
1979	3858	3006	77.9	852	22.1	2915	75.6	943	24.4	589	15.3	221	5.7	119	3.1	14	0.4
1980	3948	3035	76.9	913	23.1	2872	72.7	1076	27.3	664	16.8	244	6.2	156	4.0	12	0.3
1981	3941	2978	75.6	963	24.4	2800	71.0	1141	29.0	697	17.7	257	6.5	171	4.3	16	0.4
1982	4035	3045	75.5	990	24.5	2849	70.6	1186	29.4	714	17.7	263	6.5	192	4.8	17	0.4
1983	4075	3069	75.3	1006	24.7	2878	70.6	1197	29.4	711	17.4	277	6.8	192	4.7	17	0.4
1984	3986	2994	75.1	992	24.9	2807	70.4	1179	29.6	681	17.1	282	7.1	197	4.9	19	0.5
1985	3999	2964	74.1	1035	25.9	2799	70.0	1200	30.0	683	17.1	302	7.6	194	4.9	21	0.5
1986	4109	3026	73.6	1083	26.4	2846	69.3	1263	30.7	686	16.7	351	8.5	202	4.9	24	0.6
1987	4157	3036	73.0	1121	27.0	2856	68.7	1301	31.3	667	16.0	382	9.2	226	5.4	26	0.6
1988	4125	2986	72.4	1139	27.6	2804	68.0	1321	32.0	660	16.0	405	9.8	229	5.6	27	0.7
1989	4144	2964	71.5	1180	28.5	2761	66.6	1383	33.4	656	15.8	446	10.8	250	6.0	31	0.7
1990	4187	2949	70.4	1238	29.6	2708	64.7	1479	35.3	678	16.2	498	11.9	274	6.5	29	0.7
1991	4209	2968	70.5	1241	29.5	2654	63.1	1555	36.9	692	16.4	537	12.8	295	7.0	31	0.7
1992	4123	2890	70.1	1233	29.9	2555	62.0	1568	38.0	671	16.3	563	13.7	301	7.3	33	0.8
1993	4231	2957	69.9	1274	30.1	2576	60.9	1655	39.1	673	15.9	617	14.6	331	7.8	34	0.8
1994	4228	2937	69.5	1291	30.5	2559	60.5	1669	39.5	655	15.5	631	14.9	350	8.3	33	0.8
1995	4156	2896	69.7	1260	30.3	2501	60.2	1655	39.8	644	15.5	622	15.0	356	8.6	33	0.8
1996	4109	2839	69.1	1270	30.9	2433	59.2	1676	40.8	627	15.3	639	15.6	377	9.2	33	0.8
1997	4181	2891	69.1	1290	30.9	2451	58.6	1730	41.4	634	15.2	665	15.9	399	9.5	32	0.8
1998	4182	2880	68.9	1302	31.1	2429	58.1	1753	41.9	640	15.3	682	16.3	399	9.5	32	0.8
1999	4192	2873	68.5	1319	31.5	2409	57.5	1783	42.5	635	15.1	709	16.9	410	9.8	29	0.7
2000	4383	2972	67.8	1411	32.2	2461	56.1	1922	43.9	655	14.9	788	18.0	449	10.2	30	0.7
2001	4698	3134	66.7	1564	33.3	2533	53.9	2165	46.1	723	75.4	894	19.0	519	11.0	29	0.6

Table B  
**FEMALE REPRESENTATION BY JOB CATEGORY 1973 - 2001**  
 Permanent Full-time Work Force

Year	Total Work Force	Total Female		Officials/ Administrators		Professionals		Technicians		Protective Services		Para- Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	757	17.6	10	5.0	109	21.1	29	7.1	33	3.8	16	42.1	544	83.7	0	0.0	16	1.5
1974	4464	818	18.3	10	5.3	120	21.0	29	5.4	34	4.1	11	23.0	600	85.5	0	0.0	14	1.3
1975	4513	865	19.2	10	5.5	131	21.9	36	6.4	36	4.4	13	31.0	622	85.1	0	0.0	17	1.6
1976	4489	899	20.0	10	5.2	146	23.4	39	6.6	36	4.8	11	32.4	640	85.2	0	0.0	17	1.7
1977	4408	915	20.8	14	8.2	144	23.7	38	6.7	48	6.3	12	31.6	641	85.8	0	0.0	18	1.9
1978	3894	843	21.6	16	9.1	111	20.9	26	5.2	50	6.8	11	45.8	612	86.2	1	0.2	16	2.2
1979	3858	852	22.1	14	8.8	109	21.3	25	5.1	56	7.7	8	38.1	619	84.7	0	0.0	21	2.8
1980	3948	913	23.1	15	9.6	115	21.7	21	5.1	62	7.8	18	58.1	647	85.2	1	0.2	34	4.5
1981	3941	963	24.4	18	11.3	139	25.8	31	7.5	60	7.6	22	56.4	653	87.4	3	0.6	37	4.8
1982	4035	990	24.5	20	12.0	137	24.9	42	9.8	69	8.0	41	80.4	639	88.1	4	0.8	38	5.0
1983	4075	1006	24.7	21	13.0	138	24.8	43	9.9	74	8.4	40	83.3	647	87.7	5	1.0	38	5.0
1984	3986	992	24.9	27	16.5	141	25.8	44	10.4	70	8.1	33	82.5	636	88.3	4	0.8	37	5.0
1985	3999	1035	25.9	29	17.8	149	27.0	40	9.4	78	8.9	42	85.7	655	89.0	4	0.8	38	5.3
1986	4109	1083	26.4	36	19.5	158	28.6	39	9.6	97	10.0	35	72.9	688	87.4	2	0.4	28	4.1
1987	4157	1121	27.0	40	19.9	166	29.5	42	10.0	103	10.6	46	74.2	688	86.6	2	0.4	34	5.2
1988	4125	1139	27.6	37	18.0	181	31.5	46	11.1	107	11.3	49	77.8	677	86.6	4	0.8	38	5.8
1989	4144	1180	28.5	53	25.0	187	32.5	47	11.3	105	11.2	54	72.0	684	87.6	5	1.0	45	7.0
1990	4187	1238	29.6	65	29.3	204	35.0	52	13.0	102	10.9	58	55.8	705	88.2	7	1.4	45	7.0
1991	4209	1241	29.5	64	27.7	211	34.9	55	13.5	117	12.1	64	68.8	670	86.6	7	1.4	53	8.3
1992	4123	1233	29.9	61	28.1	208	44.6	57	27.4	131	9.9	62	86.2	657	86.2	8	1.7	49	8.3
1993	4231	1274	30.1	62	28.2	220	46.8	58	28.7	144	10.1	61	80.3	674	85.8	8	1.7	47	8.1
1994	4228	1291	30.5	61	27.2	238	49.0	54	27.8	150	10.4	62	76.5	671	85.6	9	2.0	46	8.2
1995	4156	1260	30.3	58	26.1	236	49.3	50	27.3	148	10.3	64	78.0	652	85.6	8	1.8	44	8.1
1996	4109	1270	30.9	61	27.4	243	51.6	55	30.9	156	10.5	61	79.2	641	85.6	11	2.6	42	8.3
1997	4181	1285	30.7	72	30.1	245	50.3	48	28.1	161	10.7	54	72.8	653	85.8	11	2.6	41	8.0
1998	4182	1302	31.1	78	32.2	247	50.1	48	28.9	163	10.8	82	78.8	631	85.0	12	3.0	41	7.9
1999	4192	1319	31.5	86	33.6	260	50.6	46	28.6	155	10.5	60	67.4	660	86.0	12	2.9	40	7.8
2000	4383	1411	32.2	92	34.7	289	52.7	43	25.7	168	10.8	71	69.6	694	85.3	12	2.9	42	8.1
2001	4698	1564	33.3	97	33.8	310	50.9	51	27.3	165	10.6	73	68.9	805	83.7	14	3.2	49	9.0

Table C  
**TOTAL MINORITY REPRESENTATION BY JOB CATEGORY 1973-2001**  
Permanent Full-time Work Force

Year	Total Work Force	Total Minorities		Officials/ Administrators		Professionals		Technicians		Protective Services		Para- Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	854	19.8	9	4.5	52	10.1	34	7.1	73	8.3	17	44.7	88	13.5	57	12.6	524	47.8
1974	4464	935	20.9	9	4.8	60	10.5	39	7.3	79	9.6	18	37.5	113	16.1	78	15.3	539	49.6
1975	4513	958	21.2	12	6.6	69	11.5	42	7.5	79	9.8	17	40.5	124	17.0	75	14.6	540	50.2
1976	4489	991	22.1	12	6.2	83	13.3	49	8.3	79	10.6	14	41.2	142	18.9	86	16.3	526	51.4
1977	4408	1006	22.8	12	7.0	78	12.8	49	8.6	90	11.7	18	47.4	152	20.3	133	23.2	474	50.7
1978	3894	891	22.9	12	7.5	68	12.8	40	8.1	84	11.4	11	45.8	151	21.3	113	22.5	412	56.0
1979	3858	943	24.4	17	10.7	66	12.9	51	10.5	93	12.8	10	47.6	171	23.4	123	25.2	412	55.9
1980	3948	1076	27.3	20	12.7	74	14.0	55	13.4	116	14.5	15	48.4	213	28.1	146	29.0	437	57.4
1981	3941	1141	29.0	20	12.5	84	15.6	61	14.7	118	14.9	16	41.0	245	32.8	153	31.4	444	58.0
1982	4035	1186	29.4	24	14.4	92	16.7	70	16.4	125	14.6	17	33.3	259	35.7	154	31.2	445	58.4
1983	4075	1197	29.4	25	15.5	95	17.1	75	17.2	133	15.2	16	33.3	264	35.8	154	30.9	435	57.2
1984	3986	1179	29.6	28	17.1	100	18.1	80	18.8	124	14.4	14	35.0	260	36.1	161	33.0	412	55.8
1985	3999	1200	30.0	34	20.9	107	19.4	79	18.5	128	14.6	18	36.7	278	37.8	161	33.3	395	55.6
1986	4109	1263	30.7	41	22.2	116	21.0	78	19.3	175	18.1	18	37.5	295	37.5	158	32.8	382	55.9
1987	4157	1301	31.3	42	19.9	122	21.7	84	20.0	189	19.4	22	35.5	313	39.4	157	32.0	372	56.8
1988	4125	1321	32.0	43	20.9	125	21.8	87	20.9	192	20.4	22	34.9	318	40.7	156	32.2	378	57.6
1989	4144	1383	33.4	46	21.7	136	23.6	91	21.9	200	21.4	31	41.3	335	42.9	162	32.3	382	59.0
1990	4187	1479	35.3	49	22.1	150	25.7	96	24.0	219	23.3	48	46.2	364	45.6	160	32.0	393	61.5
1991	4209	1555	36.9	55	23.8	168	27.8	98	24.1	262	27.1	44	47.3	356	46.0	168	33.7	404	63.6
1992	4123	1568	38.0	53	24.4	158	33.9	85	40.9	315	23.8	35	44.3	362	47.5	169	35.1	391	66.6
1993	4231	1655	39.1	54	24.5	170	36.2	83	41.1	377	26.4	34	44.7	383	48.7	169	35.8	385	66.5
1994	4228	1669	39.5	57	25.4	182	37.4	79	40.7	393	27.2	37	45.7	376	48.0	169	37.2	376	67.0
1995	4156	1655	39.8	57	25.7	181	37.8	77	42.1	400	27.8	36	43.9	374	49.1	164	37.0	366	67.3
1996	4109	1676	40.8	58	26.0	185	39.3	75	42.1	434	29.2	42	54.5	375	50.1	161	38.3	346	68.2
1997	4181	1730	41.4	69	28.9	186	38.2	67	39.2	463	30.7	41	50.6	385	50.6	168	40.0	351	68.2
1998	4182	1757	42.0	70	28.9	189	38.3	69	41.6	472	31.3	50	48.1	388	52.3	165	40.6	354	67.8
1999	4192	1783	42.5	74	28.9	199	38.7	70	43.5	470	31.9	43	48.3	411	53.6	168	40.3	348	67.7
2000	4383	1922	43.9	73	27.5	215	39.2	72	43.1	528	34.0	53	52.0	457	56.1	174	41.7	350	67.6
2001	4698	2165	46.1	79	27.5	257	42.2	86	46.0	551	35.3	55	51.9	583	60.5	177	40.0	377	69.6

Table D  
**BLACK REPRESENTATION BY JOB CATEGORY 1973-2001**  
Permanent Full-time Work Force

Year	Total Work Force	Total Blacks		Officials/ Administrators		Professionals		Technicians		Protective Services		Para- Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	576	13.4	2	1.0	28	5.4	14	2.9	39	4.5	11	28.9	50	7.6	26	5.8	406	37.0
1974	4464	625	14.0	3	1.6	31	5.4	12	2.4	45	5.5	13	27.1	67	9.6	31	6.1	423	38.9
1975	4513	640	14.2	5	2.8	35	5.8	15	2.7	44	5.4	10	23.8	77	10.6	29	5.7	425	39.5
1976	4489	649	14.5	5	2.6	44	7.1	20	3.4	41	5.4	7	20.6	84	11.2	36	6.8	412	40.3
1977	4408	646	14.7	5	2.9	42	6.9	21	3.7	48	6.2	6	15.8	89	11.9	67	11.7	368	39.4
1978	3894	569	14.6	5	3.1	34	6.4	15	3.0	44	6.0	4	16.7	83	11.7	58	11.6	326	44.3
1979	3858	589	15.3	5	3.1	30	5.9	19	3.9	49	6.7	3	14.3	92	12.6	58	11.9	333	45.2
1980	3948	664	16.8	6	3.8	25	4.7	18	4.4	59	7.4	6	19.4	120	15.8	73	14.5	357	46.9
1981	3941	697	17.7	6	3.8	29	5.4	17	4.1	63	8.0	8	20.5	137	18.3	77	15.8	360	47.0
1982	4035	714	17.7	8	4.8	30	5.5	23	5.4	66	7.7	5	9.8	144	19.9	81	16.4	357	46.8
1983	4075	711	17.4	7	4.3	31	5.6	27	6.2	67	7.6	4	8.3	146	19.8	80	16.0	349	45.9
1984	3986	681	17.1	8	4.4	28	5.1	28	6.6	57	6.6	4	10.0	143	19.9	82	16.8	331	44.8
1985	3999	683	17.1	9	5.5	30	5.4	26	6.1	58	6.6	5	10.2	157	21.3	79	16.4	319	44.9
1986	4109	686	16.7	11	5.9	33	6.0	21	5.2	66	6.8	6	12.5	173	22.0	79	16.4	297	43.5
1987	4157	667	16.0	12	6.0	35	6.2	20	4.8	68	7.0	8	12.9	165	20.8	79	16.1	280	42.7
1988	4125	660	16.0	13	6.3	33	5.7	23	5.5	65	6.9	10	15.9	164	21.0	79	16.3	273	41.6
1989	4144	656	15.8	13	6.1	38	6.6	21	5.0	71	7.6	16	21.3	161	20.6	79	15.8	257	39.7
1990	4187	678	16.2	19	8.6	38	6.5	23	5.8	78	8.3	19	18.3	166	20.8	77	15.4	258	40.4
1991	4209	692	16.4	23	10.0	41	6.8	23	5.7	88	9.1	22	23.7	162	20.9	76	15.3	257	40.5
1992	4123	671	16.3	20	9.2	36	7.7	22	10.6	104	7.9	19	24.1	152	19.9	73	15.1	245	41.7
1993	4231	673	15.9	19	8.6	40	8.5	19	9.4	122	8.6	16	21.1	156	19.8	69	14.6	232	40.1
1994	4228	655	15.5	19	8.5	42	8.6	18	9.3	119	8.2	15	18.5	150	19.1	70	15.4	222	39.6
1995	4156	644	15.5	19	8.6	47	9.8	18	9.8	115	8.0	14	17.1	147	19.3	68	15.3	216	39.7
1996	4109	627	15.3	19	8.5	47	10.0	21	11.8	127	8.6	13	16.9	144	19.2	62	14.8	194	38.3
1997	4181	634	15.2	23	9.6	48	9.9	16	9.4	134	8.9	9	11.1	150	19.7	65	15.5	189	36.7
1998	4182	640	15.3	24	9.9	44	8.9	23	13.9	136	9.0	8	7.7	152	20.5	64	15.8	189	36.2
1999	4192	635	15.1	25	9.8	52	10.1	24	14.9	126	8.5	7	7.9	159	20.7	61	14.6	181	35.2
2000	4383	655	14.9	25	9.4	62	11.3	20	12.0	127	8.2	9	8.8	173	21.3	60	14.4	179	34.6
2001	4698	723	15.4	26	9.1	65	10.7	25	13.4	134	8.6	9	8.5	216	22.4	61	13.8	187	34.5

Table E  
**HISPANIC REPRESENTATION IN WORK FORCE 1973-2001**  
 Permanent Full-time Work Force

Year	Total Work Force	Total Hispanics		Officials/ Administrators		Professionals		Technicians		Protective Services		Para- Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	168	3.9	2	1.0	3	0.6	11	2.3	23	2.6	3	7.9	21	3.1	24	5.3	81	7.4
1974	4464	195	4.4	3	1.6	7	1.2	14	2.6	24	2.9	4	8.4	27	3.8	35	6.8	81	7.4
1975	4513	197	4.4	5	2.8	8	1.3	13	2.3	26	3.2	5	11.9	27	3.7	35	6.8	78	7.3
1976	4489	213	4.7	5	2.6	12	1.9	14	2.4	28	3.7	4	11.8	32	4.2	35	6.6	83	8.1
1977	4408	234	5.3	4	2.3	9	1.5	15	2.6	33	4.3	8	21.1	35	4.7	50	8.7	80	8.6
1978	3894	212	5.4	3	1.9	11	2.1	12	2.4	32	4.3	5	20.8	37	5.2	42	8.4	70	9.5
1979	3858	221	5.7	6	3.8	10	2.0	14	2.9	36	5.0	6	28.6	40	5.5	48	9.4	61	8.3
1980	3948	244	6.2	6	3.8	18	3.4	13	3.2	45	5.7	7	22.6	42	5.5	50	9.9	63	8.3
1981	3941	257	6.5	6	3.8	17	3.2	17	4.1	45	5.7	3	7.7	52	7.0	53	10.9	64	8.4
1982	4035	263	6.5	7	4.2	15	2.7	17	4.0	50	5.8	4	7.8	53	7.3	51	10.3	66	8.7
1983	4075	277	6.8	9	5.6	14	2.5	19	4.4	57	6.5	4	8.3	56	7.6	54	10.8	64	8.4
1984	3986	282	7.1	11	6.7	17	3.1	23	5.4	57	6.6	5	12.5	52	7.2	55	11.3	62	8.4
1985	3999	302	7.6	13	8.0	23	4.2	25	5.9	59	6.7	4	8.2	58	7.9	60	12.4	60	8.4
1986	4109	351	8.5	17	9.2	27	4.9	27	6.7	89	9.2	8	16.7	58	7.4	55	11.4	70	10.2
1987	4157	382	9.2	17	8.5	27	4.8	31	7.4	99	10.2	6	9.7	72	9.1	57	11.6	73	11.1
1988	4125	405	9.8	17	8.3	32	5.6	30	7.2	103	10.9	5	7.9	77	9.8	56	11.5	85	13.0
1989	4144	446	10.8	17	8.0	36	6.3	32	7.7	104	11.1	7	9.3	86	11.0	61	12.2	103	15.9
1990	4187	498	11.9	14	6.3	42	7.2	33	8.3	112	11.9	21	20.2	105	13.1	59	11.8	112	17.5
1991	4209	537	12.8	17	7.4	52	8.6	32	7.9	135	14.0	13	14.0	100	12.9	67	13.5	121	19.1
1992	4123	563	13.7	19	8.8	44	9.4	23	11.1	164	12.4	8	10.1	112	14.7	72	14.9	121	20.6
1993	4231	617	14.6	20	9.1	48	10.2	24	11.9	194	13.6	9	11.8	122	15.5	72	15.3	128	22.1
1994	4228	631	14.9	22	9.8	52	10.7	22	11.3	204	14.1	9	11.1	122	15.6	70	15.4	130	23.2
1995	4156	622	15.0	21	9.5	49	10.2	22	12.0	211	14.6	6	7.3	120	15.7	68	15.3	125	23.0
1996	4109	639	15.6	20	9.0	50	10.6	21	11.8	224	15.1	10	13.0	119	15.9	69	16.4	126	24.9
1997	4181	665	15.9	22	9.5	49	10.1	20	11.7	236	15.7	11	13.6	121	15.9	72	17.1	134	26.0
1998	4182	682	16.3	22	9.5	54	11.0	20	12.0	240	15.9	17	16.3	123	16.6	70	17.2	136	26.1
1999	4192	709	16.9	25	9.8	57	11.1	18	11.2	249	16.9	17	19.1	132	17.2	75	18.0	136	26.5
2000	4383	788	18.0	22	8.3	57	10.4	25	15.0	291	18.8	24	23.5	147	18.1	81	19.4	141	27.2
2001	4698	894	19.0	25	8.7	71	11.7	28	15.0	306	19.6	21	19.8	205	21.3	80	18.1	158	29.2



Table F  
**ASIAN REPRESENTATION BY JOB CATEGORY 1973**  
Permanent Full-time Work Force

Year	Total Work Force	Total Asians		Officials/ Administrators		Professionals		Technicians		Protective Services		Para- Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	93	2.2	5	2.5	21	4.1	7	3.6	6	0.7	3	7.9	15	2.3	6	1.3	30	2.7
1974	4464	96	2.2	3	1.6	21	3.7	10	2.2	7	0.8	1	2.1	16	2.3	11	2.2	27	2.5
1975	4513	104	2.3	2	1.1	26	4.3	11	2.0	6	0.7	2	4.8	17	2.3	10	2.0	30	2.8
1976	4489	111	2.5	2	1.0	27	4.3	12	2.0	6	0.8	3	8.8	21	2.8	14	2.7	26	2.6
1977	4408	110	2.5	3	1.8	27	4.4	10	1.8	5	0.6	4	10.5	24	3.2	15	2.6	22	2.4
1978	3894	94	2.4	4	2.5	23	4.3	9	1.8	5	0.6	2	8.3	28	4.0	12	2.4	11	1.5
1979	3858	119	3.1	5	3.1	26	5.1	14	2.9	6	0.8	1	4.8	37	5.1	16	3.3	14	1.9
1980	3948	156	4.0	7	4.5	31	5.9	21	5.1	9	1.1	2	6.4	49	6.5	22	4.4	15	2.0
1981	3941	171	4.3	6	3.8	38	7.1	24	5.8	8	1.0	5	12.8	53	7.1	22	4.5	15	2.0
1982	4035	192	4.8	8	4.8	46	8.4	28	6.6	7	0.8	8	15.7	57	7.8	20	4.0	18	2.4
1983	4075	192	4.7	8	5.0	50	9.0	27	6.2	7	0.8	8	16.7	56	7.6	18	3.6	18	2.4
1984	3986	197	4.9	8	4.9	54	9.8	27	6.4	8	0.9	5	12.5	59	8.2	22	4.5	14	1.9
1985	3999	194	4.9	9	5.5	53	9.6	26	6.1	9	1.0	8	16.3	58	7.9	20	4.1	11	1.5
1986	4109	202	4.9	10	5.4	55	9.9	29	7.2	16	1.7	2	4.2	59	7.5	21	4.4	10	1.5
1987	4157	226	5.4	10	5.0	59	10.5	32	7.6	16	1.6	6	9.7	71	8.9	18	3.7	14	2.1
1988	4125	229	5.6	10	4.9	59	10.3	32	7.7	18	1.9	6	9.5	70	9.0	18	3.7	16	2.4
1989	4144	250	6.0	12	5.7	61	10.6	36	8.7	19	2.0	7	9.3	80	10.2	19	3.8	16	2.5
1990	4187	274	6.5	11	5.0	69	11.8	38	9.5	23	2.4	8	7.7	88	11.0	19	3.8	18	2.8
1991	4209	295	7.0	10	4.3	74	12.2	41	10.1	33	3.4	9	9.7	89	11.5	20	4.0	19	3.0
1992	4123	301	7.3	11	5.1	77	16.5	39	18.8	36	2.7	8	10.1	94	12.3	18	3.7	18	3.1
1993	4231	331	7.8	12	5.5	81	17.2	39	19.3	51	3.6	9	11.8	101	12.8	20	4.2	18	3.1
1994	4228	350	8.3	13	5.8	87	17.9	38	19.6	59	4.1	13	16.0	101	12.9	20	4.4	19	3.4
1995	4156	356	8.6	14	6.3	84	17.5	36	19.7	63	4.4	16	19.5	103	13.5	20	4.5	20	3.7
1996	4109	377	9.2	17	9.0	87	10.6	32	11.8	72	15.1	19	13.0	108	15.9	21	16.4	21	24.9
1997	4181	399	9.5	22	9.2	88	18.1	30	17.5	81	5.4	21	25.9	110	14.5	22	5.2	25	4.9
1998	4182	399	9.5	22	9.1	90	18.3	25	15.1	84	5.6	24	23.1	105	14.2	23	5.7	26	5.0
1999	4192	410	9.8	22	8.6	89	17.3	27	16.8	85	5.8	18	20.2	114	14.9	26	6.2	29	5.6
2000	4383	449	10.2	24	9.1	95	17.3	27	16.2	98	6.3	20	19.6	130	16.0	27	6.5	28	5.4
2001	4698	519	11.0	26	9.1	120	19.7	33	17.6	101	6.5	24	22.6	154	16.0	31	7.0	30	5.5

Table G  
**AMERICAN INDIAN REPRESENTATION BY JOB CATEGORY 1973-2001**  
 Permanent Full-time Work Force

Year	Total Work Force	Total American Indians		Officials/ Administrators		Professionals		Technicians		Protective Services		Para- Professionals		Office/Clerical		Skilled Craft		Service Maintenance	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	17	0.4	0	0.0	0	0.0	2	0.4	5	0.6	0	0.0	2	0.3	1	1.3	7	0.6
1974	4464	19	0.4	0	0.0	1	0.2	3	0.6	3	0.4	0	0.0	3	0.4	1	0.2	8	0.7
1975	4513	17	0.4	0	0.0	0	0.0	3	0.5	3	0.4	0	0.0	3	0.4	1	0.2	7	0.7
1976	4489	18	0.4	0	0.0	0	0.0	3	0.5	4	0.5	0	0.0	5	0.7	1	0.2	5	0.5
1977	4408	16	0.4	0	0.0	0	0.0	3	0.5	4	0.6	0	0.0	4	0.5	1	0.2	4	0.4
1978	3894	16	0.4	0	0.0	0	0.0	4	0.8	3	0.6	0	0.0	3	0.4	1	0.2	5	0.7
1979	3858	14	0.4	1	0.6	0	0.0	4	0.8	2	0.8	0	0.0	2	0.3	1	0.2	4	0.5
1980	3948	12	0.3	1	0.6	0	0.0	3	0.7	3	1.1	0	0.0	2	0.3	1	0.2	2	0.3
1981	3941	16	0.4	2	1.3	0	0.0	3	0.7	2	1.0	0	0.0	3	0.4	1	0.2	5	0.6
1982	4035	17	0.4	1	0.6	1	0.2	2	0.5	2	0.2	0	0.0	5	0.7	2	0.4	4	0.5
1983	4075	17	0.4	1	0.6	0	0.0	2	0.5	2	0.2	0	0.0	6	0.8	2	0.4	4	0.5
1984	3986	19	0.5	1	0.6	1	0.2	2	0.5	2	0.2	0	0.0	6	0.8	2	0.4	5	0.7
1985	3999	21	0.5	3	1.8	1	0.2	2	0.5	2	0.2	1	2.0	5	0.7	2	0.4	5	0.7
1986	4109	24	0.6	3	1.6	1	0.2	1	0.2	4	0.4	2	4.2	5	0.6	3	0.6	5	0.7
1987	4157	26	0.6	3	1.5	1	0.2	1	0.2	6	0.6	2	3.2	5	0.6	3	0.6	5	0.8
1988	4125	27	0.7	3	1.5	1	0.2	2	0.5	6	0.6	1	1.6	7	0.9	3	0.6	4	0.6
1989	4144	31	0.7	4	1.9	1	0.2	2	0.5	6	0.6	1	1.3	8	1.0	3	0.6	6	0.9
1990	4187	29	0.7	5	2.3	1	0.2	2	0.5	6	0.6	0	0.0	5	0.6	5	1.0	5	0.8
1991	4209	31	0.7	5	2.2	1	0.2	2	0.5	6	0.6	0	0.0	5	0.6	5	1.0	7	1.1
1992	4123	33	0.8	3	1.4	1	0.2	1	0.5	11	0.8	0	0.0	4	0.5	6	1.2	7	1.2
1993	4231	34	0.8	3	1.4	1	0.2	1	0.5	10	0.7	0	0.0	4	0.5	8	1.7	7	1.2
1994	4228	33	0.8	3	1.3	1	0.2	1	0.5	11	0.8	0	0.0	3	0.4	9	2.0	5	0.9
1995	4156	33	0.8	3	1.4	1	0.2	1	0.5	11	0.8	0	0.0	4	0.5	8	1.8	5	0.9
1996	4109	33	0.8	2	0.9	1	0.2	1	0.6	11	0.8	0	0.0	4	0.5	9	2.1	5	1.0
1997	4181	32	0.8	2	0.8	1	0.2	1	0.6	12	0.8	0	0.0	4	0.5	9	2.1	3	0.6
1998	4182	36	0.9	2	0.8	1	0.2	1	0.6	12	0.8	1	1.0	8	1.1	8	2.0	3	0.6
1999	4192	29	0.7	2	0.8	1	0.2	1	0.6	10	0.7	1	1.1	6	0.8	6	1.4	2	0.4
2000	4383	30	0.7	2	0.8	1	0.2	0	0.0	12	0.8	0	0.0	7	0.9	6	1.4	2	0.4
2001	4698	29	0.6	2	0.7	1	0.2	0	0.0	10	0.6	1	0.9	8	0.8	5	1.1	2	0.4

Table H  
**Job Category 1 - OFFICIALS/ADMINISTRATORS 1973**  
Permanent Full-time Work Force

Year	Total Work Force	Job Category 1		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	201	100.0	191	95.0	10	5.0	192	95.5	9	4.5	2	1.0	2	1.0	5	2.5	0	0.0
1974	4464	189	100.0	179	94.7	10	5.3	180	95.2	9	4.8	3	1.6	3	1.6	3	1.6	0	0.0
1975	4513	181	100.0	171	94.5	10	5.5	169	93.4	12	6.6	5	2.8	5	2.8	2	1.1	0	0.0
1976	4489	194	100.0	184	94.8	10	5.2	182	93.8	12	6.2	5	2.6	5	2.6	2	1.0	0	0.0
1977	4408	171	100.0	157	91.8	14	8.2	159	93.0	12	7.0	5	2.9	4	2.3	3	1.8	0	0.0
1978	3894	159	100.0	143	89.9	16	10.1	147	92.5	12	7.5	5	3.1	3	1.9	4	2.5	0	0.0
1979	3858	159	100.0	145	91.2	14	8.8	142	89.3	17	10.7	5	3.1	6	3.8	5	3.1	1	0.6
1980	3948	157	100.0	142	90.4	15	9.6	137	87.3	20	12.7	6	3.8	6	3.8	7	4.5	1	0.6
1981	3941	160	100.0	142	88.8	18	11.3	140	87.5	20	12.5	6	3.8	6	3.8	6	3.8	2	1.3
1982	4035	167	100.0	147	88.0	20	12.0	143	85.6	24	14.4	8	4.8	7	4.2	8	4.8	1	0.6
1983	4075	161	100.0	140	87.0	21	13.0	136	84.5	25	15.5	7	4.3	9	5.6	8	5.0	1	0.6
1984	3986	164	100.0	137	83.5	27	16.5	136	82.9	28	17.1	8	4.9	11	6.7	8	4.9	1	0.6
1985	3999	163	100.0	134	82.2	29	17.8	129	79.1	34	20.9	9	5.5	13	8.0	9	5.5	3	1.8
1986	4109	185	100.0	149	80.5	36	19.5	144	77.8	41	22.2	11	5.9	17	9.2	10	5.4	3	1.6
1987	4157	201	100.0	161	80.1	40	19.9	159	79.1	42	20.9	12	6.0	17	8.5	10	5.0	3	1.5
1988	4125	206	100.0	169	82.0	37	18.0	163	79.1	43	20.9	13	6.3	17	8.3	10	4.9	3	1.5
1989	4144	212	100.0	159	75.0	53	25.0	166	78.3	46	21.7	13	6.1	17	8.0	12	5.7	4	1.9
1990	4187	222	100.0	157	70.7	65	29.3	173	77.9	49	22.1	19	8.6	14	6.3	11	5.0	5	2.3
1991	4209	231	100.0	167	72.3	64	27.7	176	76.2	55	23.8	23	10.0	17	7.4	10	4.3	5	2.2
1992	4123	217	100.0	156	71.9	61	28.1	164	75.6	53	24.4	20	9.2	19	8.8	11	5.1	3	1.4
1993	4231	220	100.0	158	71.8	62	28.2	166	75.5	54	24.5	19	8.6	20	9.1	12	5.5	3	1.4
1994	4228	224	100.0	163	72.8	61	27.2	167	74.6	57	25.4	19	8.5	22	9.8	13	5.8	3	1.3
1995	4156	222	100.0	164	73.9	58	26.1	165	74.3	57	25.7	19	8.6	21	9.5	14	6.3	3	1.4
1996	4109	223	100.0	164	73.5	61	27.4	165	74.0	58	26.0	19	8.5	20	9.0	17	7.6	2	0.9
1997	4181	239	100.0	164	68.6	72	30.1	170	71.1	69	28.9	23	9.6	22	9.2	22	9.2	2	0.8
1998	4182	242	100.0	164	67.8	78	32.2	172	71.1	70	28.9	24	9.9	22	9.1	22	9.1	2	0.8
1999	4192	256	100.0	170	66.4	86	33.6	182	71.1	74	28.9	25	9.8	25	9.8	22	8.6	2	0.8
2000	4383	265	100.0	173	65.3	92	34.7	192	72.5	73	27.5	25	9.4	22	8.3	24	9.1	2	0.8
2001	4698	287	100.0	190	66.2	97	33.8	208	72.5	79	27.5	26	9.1	25	8.7	26	9.1	2	0.7

Table I  
**Job Category 2 - PROFESSIONALS 1973-2001**  
 Permanent Full-time Work Force

Year	Total Work Force	Job Category 2		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	517	100.0	408	78.9	109	21.1	465	89.9	52	10.1	28	5.4	3	0.6	21	4.1	0	0.0
1974	4464	572	100.0	452	79.0	120	21.0	512	89.5	60	10.5	31	5.4	7	1.2	21	3.7	1	0.2
1975	4513	599	100.0	468	78.1	131	21.9	530	88.5	69	11.5	35	5.8	8	1.3	26	4.3	0	0.0
1976	4489	624	100.0	478	76.6	146	23.4	541	86.7	83	13.3	44	7.1	12	1.9	27	4.3	0	0.0
1977	4408	608	100.0	464	76.3	144	23.7	530	87.2	78	12.8	42	6.9	9	1.5	27	4.4	0	0.0
1978	3894	531	100.0	420	79.1	111	20.9	463	87.2	68	12.8	34	6.4	11	2.1	23	4.3	0	0.0
1979	3858	512	100.0	403	78.7	109	21.3	446	87.1	66	12.9	30	5.9	10	2.0	26	5.1	0	0.0
1980	3948	529	100.0	414	78.3	115	21.7	455	86.0	74	14.0	25	4.7	18	3.4	31	5.9	0	0.0
1981	3941	538	100.0	399	74.2	139	25.8	454	84.4	84	15.6	29	5.4	17	3.2	38	7.1	0	0.0
1982	4035	550	100.0	413	75.1	137	24.9	458	83.3	92	16.7	30	5.5	15	2.7	46	8.4	1	0.2
1983	4075	557	100.0	419	75.2	138	24.8	462	82.9	95	17.1	31	5.6	14	2.5	50	9.0	0	0.0
1984	3986	551	100.0	410	74.4	141	25.6	451	81.9	100	18.1	28	5.1	17	3.1	54	9.8	1	0.2
1985	3999	552	100.0	403	73.0	149	27.0	445	80.6	107	19.4	30	5.4	23	4.2	53	9.6	1	0.2
1986	4109	553	100.0	395	71.4	158	28.6	437	79.0	116	21.0	33	6.0	27	4.9	55	9.9	1	0.2
1987	4157	562	100.0	396	70.5	166	29.5	440	78.3	122	21.7	35	6.2	27	4.8	59	10.5	1	0.2
1988	4125	574	100.0	393	68.5	181	31.5	449	78.2	125	21.8	33	5.7	32	5.6	59	10.3	1	0.2
1989	4144	576	100.0	389	67.5	187	32.5	440	76.4	136	23.6	38	6.6	36	6.3	61	10.6	1	0.2
1990	4187	583	100.0	379	65.0	204	35.0	433	74.3	150	25.7	38	6.5	42	7.2	69	11.8	1	0.2
1991	4209	605	100.0	394	65.1	211	34.9	437	72.2	168	27.8	41	6.8	52	8.6	74	12.2	1	0.2
1992	4123	466	100.0	258	55.4	208	44.6	308	66.1	158	33.9	36	7.7	44	9.4	77	16.5	1	0.2
1993	4231	470	100.0	250	53.2	220	46.8	300	63.8	170	36.2	40	8.5	48	10.2	81	17.2	1	0.2
1994	4228	486	100.0	248	51.0	238	49.0	304	62.6	182	37.4	42	8.6	52	10.7	87	17.9	1	0.2
1995	4156	479	100.0	243	50.7	236	49.3	298	62.2	181	37.8	47	9.8	49	10.2	84	17.5	1	0.2
1996	4109	471	100.0	228	48.4	243	51.6	286	60.7	185	39.3	47	10.0	50	10.6	87	18.5	1	0.2
1997	4181	487	100.0	242	49.7	245	50.3	301	61.8	186	38.2	48	9.9	49	10.1	88	18.1	1	0.2
1998	4182	493	100.0	246	49.9	247	50.1	304	61.7	189	38.3	44	8.9	54	11.0	90	18.3	1	0.2
1999	4192	514	100.0	254	49.4	260	50.6	315	61.3	199	38.7	52	10.1	57	11.1	89	17.3	1	0.2
2000	4383	548	100.0	259	47.3	289	52.7	333	60.8	215	39.2	62	11.3	57	10.4	95	17.3	1	0.2
2001	4698	609	100.0	299	49.1	310	50.9	352	57.8	257	42.2	65	10.7	71	11.7	120	19.7	1	0.2

Table J  
**Job Category 3 - TECHNICIANS 1973-2001**  
 Permanent Full-time Work Force

Year	Total Work Force	Job Category 3		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	476	100.0	442	92.9	34	7.1	442	92.9	34	7.1	14	2.9	11	2.3	7	1.5	2	0.4
1974	4464	504	100.0	475	94.2	29	5.8	465	92.3	39	7.7	12	2.4	14	2.8	10	2.0	3	0.6
1975	4513	562	100.0	526	93.6	36	6.4	520	92.5	42	7.5	15	2.7	13	2.3	11	2.0	3	0.5
1976	4489	588	100.0	549	93.4	39	6.6	539	91.7	49	8.3	20	3.4	14	2.4	12	2.0	3	0.5
1977	4408	570	100.0	532	93.3	38	6.7	521	91.4	49	8.6	21	3.7	15	2.6	10	1.8	3	0.5
1978	3894	496	100.0	470	94.8	26	5.2	456	91.9	40	8.1	15	3.0	12	2.4	9	1.8	4	0.8
1979	3858	486	100.0	461	94.9	25	5.1	435	89.5	51	10.5	19	3.9	14	2.9	14	2.9	4	0.8
1980	3948	409	100.0	388	94.9	21	5.1	354	86.6	55	13.4	18	4.4	13	3.2	21	5.1	3	0.7
1981	3941	414	100.0	383	92.5	31	7.5	353	85.3	61	14.7	17	4.1	17	4.1	24	5.8	3	0.7
1982	4035	427	100.0	385	90.2	42	9.8	357	83.6	70	16.4	23	5.4	17	4.0	28	6.6	2	0.5
1983	4075	436	100.0	393	90.1	43	9.9	361	82.8	75	17.2	27	6.2	19	4.4	27	6.2	2	0.5
1984	3986	425	100.0	381	89.6	44	10.4	345	81.2	80	18.8	28	6.6	23	5.4	27	6.4	2	0.5
1985	3999	426	100.0	386	90.6	40	9.4	347	81.5	79	18.5	26	6.1	25	5.9	26	6.1	2	0.5
1986	4109	405	100.0	366	90.4	39	9.6	327	80.7	78	19.3	21	5.2	27	6.7	29	7.2	1	0.2
1987	4157	420	100.0	378	90.0	42	10.0	336	80.0	84	20.0	20	4.8	31	7.4	32	7.6	1	0.2
1988	4125	416	100.0	370	88.9	46	11.1	329	79.1	87	20.9	23	5.5	30	7.2	32	7.7	2	0.5
1989	4144	416	100.0	369	88.7	47	11.3	325	78.1	91	21.9	21	5.0	32	7.7	36	8.7	2	0.5
1990	4187	400	100.0	348	87.0	52	13.0	304	76.0	96	24.0	23	5.8	33	8.3	38	9.5	2	0.5
1991	4209	407	100.0	352	86.5	55	13.5	309	75.9	98	24.1	23	5.7	32	7.9	41	10.1	2	0.5
1992	4123	208	100.0	151	72.6	57	27.4	123	59.1	85	40.9	22	10.6	23	11.1	39	18.8	1	0.6
1993	4231	202	100.0	144	71.3	58	28.7	119	58.9	83	41.1	19	9.4	24	11.9	39	19.3	1	0.6
1994	4228	194	100.0	140	72.2	54	27.8	115	59.3	79	40.7	18	9.3	22	11.3	38	19.6	1	0.6
1995	4156	183	100.0	133	72.7	50	27.3	106	57.9	77	42.1	18	9.8	22	12.0	36	19.7	1	0.6
1996	4109	178	100.0	123	69.1	55	30.9	103	57.9	75	42.1	21	11.8	21	11.8	32	18.0	1	0.6
1997	4181	171	100.0	123	71.9	48	28.1	104	60.8	67	39.2	16	9.4	20	11.7	30	17.5	1	0.6
1998	4182	166	100.0	118	71.1	48	28.9	97	58.4	69	41.6	23	13.9	20	12.0	25	15.1	1	0.6
1999	4192	161	100.0	115	71.4	46	28.6	91	56.5	70	43.5	24	14.9	18	11.2	27	16.8	1	0.6
2000	4383	167	100.0	124	74.3	43	25.7	95	56.9	72	43.1	20	12.0	25	15.0	27	16.2	0	0.0
2001	4698	187	100.0	136	72.7	51	27.3	101	54.0	86	46.0	25	13.4	28	15.0	33	17.6	0	0.0

Table K  
**Job Category 4 - PROTECTIVE SERVICES 1973-2001**  
Permanent Full-time Work Force

Year	Total Work Force	Job Category 4		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	876	100.0	843	96.2	33	3.8	803	91.7	73	8.3	39	4.5	23	2.6	6	0.7	5	0.6
1974	4464	822	100.0	788	95.9	34	4.1	743	90.4	79	9.6	45	5.5	24	2.9	7	0.9	3	0.4
1975	4513	810	100.0	774	95.6	36	4.4	731	90.2	79	9.8	44	5.4	26	3.2	6	0.7	3	0.4
1976	4489	748	100.0	712	95.2	36	4.8	669	89.4	79	10.6	41	5.5	28	3.7	6	0.8	4	0.5
1977	4408	767	100.0	719	93.7	48	6.3	677	88.3	90	11.7	48	6.3	33	4.3	5	0.7	4	0.5
1978	3894	736	100.0	686	93.2	50	6.8	652	88.6	84	11.4	44	6.0	32	4.3	5	0.7	3	0.4
1979	3858	724	100.0	668	92.3	56	7.7	631	87.2	93	12.8	49	6.8	36	5.0	6	0.8	2	0.3
1980	3948	798	100.0	736	92.2	62	7.8	682	85.5	116	14.5	59	7.4	45	5.6	9	1.1	3	0.4
1981	3941	790	100.0	730	92.4	60	7.6	672	85.1	118	14.9	63	8.0	45	5.7	8	1.0	2	0.3
1982	4035	859	100.0	790	92.0	69	8.0	734	85.4	125	14.6	66	7.7	50	5.8	7	0.8	2	0.2
1983	4075	877	100.0	803	91.6	74	8.4	744	84.8	133	15.2	67	7.6	57	6.5	7	0.8	2	0.2
1984	3986	859	100.0	789	91.9	70	8.1	735	85.6	124	14.4	57	6.6	57	6.6	8	0.9	2	0.2
1985	3999	879	100.0	801	91.1	78	8.9	751	85.4	128	14.6	58	6.6	59	6.7	9	1.0	2	0.2
1986	4109	967	100.0	870	90.0	97	10.0	792	81.9	175	18.1	66	6.8	89	9.2	16	1.7	4	0.4
1987	4157	973	100.0	870	89.4	103	10.6	784	80.6	189	19.4	68	7.0	99	10.2	16	1.6	6	0.6
1988	4125	943	100.0	836	88.7	107	11.3	751	79.6	192	20.4	65	6.9	103	10.9	18	1.9	6	0.6
1989	4144	936	100.0	831	88.8	105	11.2	736	78.6	200	21.4	71	7.6	104	11.1	19	2.0	6	0.6
1990	4187	940	100.0	838	89.1	102	10.9	721	76.7	219	23.3	78	8.3	112	11.9	23	2.4	6	0.6
1991	4209	966	100.0	849	87.9	117	12.1	704	72.9	262	27.1	88	9.1	135	14.0	33	3.4	6	0.6
1992	4123	1322	100.0	1191	90.1	131	9.9	1007	76.2	315	23.8	104	7.9	164	12.4	36	2.7	11	0.8
1993	4231	1426	100.0	1282	89.9	144	10.1	1049	73.6	377	26.4	122	8.6	194	13.6	51	3.6	10	0.7
1994	4228	1444	100.0	1294	89.6	150	10.4	1051	72.8	393	27.2	119	8.2	204	14.1	59	4.1	11	0.8
1995	4156	1441	100.0	1293	89.7	148	10.3	1041	72.2	400	27.8	115	8.0	211	14.6	63	4.4	11	0.8
1996	4109	1507	100.0	1351	89.6	156	10.4	1073	71.2	434	28.8	127	8.4	224	14.9	72	4.8	11	0.7
1997	4181	1507	100.0	1346	89.3	161	10.7	1044	69.3	463	30.7	134	8.9	236	15.7	81	5.4	12	0.8
1998	4182	1507	100.0	1344	89.2	163	10.8	1035	68.7	472	31.3	136	9.0	240	15.9	84	5.6	12	0.8
1999	4192	1474	100.0	1319	89.5	155	10.5	1004	68.1	470	31.9	126	8.5	249	16.9	85	5.8	10	0.7
2000	4383	1552	100.0	1384	89.2	168	10.8	1024	66.0	528	34.0	127	8.2	291	18.8	98	6.3	12	0.8
2001	4698	1563	100.0	1398	89.4	165	10.6	1012	64.7	551	35.3	134	8.6	306	19.6	101	6.5	10	0.6

Table L  
**Job Category 5 - PARAPROFESSIONALS 1973-2001**  
Permanent Full-time Work Force

Year	Total Work Force	Job Category 5		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	38	100.0	22	57.9	16	42.1	21	55.3	17	44.7	11	28.9	3	7.9	3	7.9	0	0.0
1974	4464	48	100.0	37	77.1	11	22.9	30	62.5	18	37.5	13	27.1	4	8.3	1	2.1	0	0.0
1975	4513	42	100.0	29	69.0	13	31.0	25	59.5	17	40.5	10	23.8	5	11.9	2	4.8	0	0.0
1976	4489	34	100.0	23	67.6	11	32.4	20	58.8	14	41.2	7	20.6	4	11.8	3	8.8	0	0.0
1977	4408	38	100.0	26	68.4	12	31.6	20	52.6	18	47.4	6	15.8	8	21.1	4	10.5	0	0.0
1978	3894	24	100.0	13	54.2	11	45.8	13	54.2	11	45.8	4	16.7	5	20.8	2	8.3	0	0.0
1979	3858	21	100.0	13	61.9	8	38.1	11	52.4	10	47.6	3	14.3	6	28.6	1	4.8	0	0.0
1980	3948	31	100.0	13	41.9	18	58.1	16	51.6	15	48.4	6	19.4	7	22.6	2	6.5	0	0.0
1981	3941	39	100.0	17	43.6	22	56.4	23	59.0	16	41.0	8	20.5	3	7.7	5	12.8	0	0.0
1982	4035	51	100.0	10	19.6	41	80.4	34	66.7	17	33.3	5	9.8	4	7.8	8	15.7	0	0.0
1983	4075	48	100.0	8	16.7	40	83.3	32	66.7	16	33.3	4	8.3	4	8.3	8	16.7	0	0.0
1984	3986	40	100.0	7	17.5	33	82.5	26	65.0	14	35.0	4	10.0	5	12.5	5	12.5	0	0.0
1985	3999	49	100.0	7	14.3	42	85.7	31	63.3	18	36.7	5	10.2	4	8.2	8	16.3	1	2.0
1986	4109	48	100.0	13	27.1	35	72.9	30	62.5	18	37.5	6	12.5	8	16.7	2	4.2	2	4.2
1987	4157	62	100.0	16	25.8	46	74.2	40	64.5	22	35.5	8	12.9	6	9.7	6	9.7	2	3.2
1988	4125	63	100.0	14	22.2	49	77.8	41	65.1	22	34.9	10	15.9	5	7.9	6	9.5	1	1.6
1989	4144	75	100.0	21	28.0	54	72.0	44	58.7	31	41.3	16	21.3	7	9.3	7	9.3	1	1.3
1990	4187	104	100.0	46	44.2	58	55.8	56	53.8	48	46.2	19	18.3	21	20.2	8	7.7	0	0.0
1991	4209	93	100.0	29	31.2	64	68.8	49	52.7	44	47.3	22	23.7	13	14.0	9	9.7	0	0.0
1992	4123	79	100.0	17	21.5	62	78.5	44	55.7	35	44.3	19	24.1	8	10.1	8	10.1	0	0.0
1993	4231	76	100.0	15	19.7	61	80.3	42	55.3	34	44.7	16	21.1	9	11.8	9	11.8	0	0.0
1994	4228	81	100.0	19	23.5	62	76.5	44	54.3	37	45.7	15	18.5	9	11.1	13	16.0	0	0.0
1995	4156	82	100.0	18	22.0	64	78.0	46	56.1	36	43.9	14	17.1	6	7.3	16	19.5	0	0.0
1996	4109	77	100.0	16	20.8	61	79.2	35	45.5	42	54.5	13	16.9	10	13.0	19	24.7	0	0.0
1997	4181	81	100.0	22	27.2	59	72.8	40	49.4	41	50.6	9	11.1	11	13.6	21	25.9	0	0.0
1998	4182	104	100.0	22	21.2	82	78.8	54	51.9	50	48.1	8	7.7	17	16.3	24	23.1	1	1.0
1999	4192	89	100.0	29	32.6	60	67.4	46	51.7	43	48.3	7	7.9	17	19.1	18	20.2	1	1.1
2000	4383	102	100.0	31	30.4	71	69.6	49	48.0	53	52.0	9	8.8	24	23.5	20	19.6	0	0.0
2001	4698	106	100.0	33	31.1	73	68.9	51	48.1	55	51.9	9	8.5	21	19.8	24	22.6	1	0.9

Table M  
**Job Category 6 - OFFICE/CLERICAL 1973-2001**  
 Permanent Full-time Work Force

Year	Total Work Force	Job Category 6		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	650	100.0	106	16.3	544	83.7	562	86.5	88	13.5	50	7.7	21	3.2	15	2.3	2	0.3
1974	4464	702	100.0	102	14.5	600	85.5	589	83.9	113	16.1	67	9.5	27	3.8	16	2.3	3	0.4
1975	4513	731	100.0	109	14.9	622	85.1	607	83.0	124	17.0	77	10.5	27	3.7	17	2.3	3	0.4
1976	4489	751	100.0	111	14.8	640	85.2	609	81.1	142	18.9	84	11.2	32	4.3	21	2.8	5	0.7
1977	4408	747	100.0	106	14.2	641	85.8	595	79.7	152	20.3	89	11.9	35	4.7	24	3.2	4	0.5
1978	3894	710	100.0	98	13.8	612	86.2	559	78.7	151	21.3	83	11.7	37	5.2	28	3.9	3	0.4
1979	3858	731	100.0	112	15.3	619	84.7	560	76.6	171	23.4	92	12.6	40	5.5	37	5.1	2	0.3
1980	3948	759	100.0	112	14.8	647	85.2	546	71.9	213	28.1	120	15.8	42	5.5	49	6.5	2	0.3
1981	3941	747	100.0	94	12.6	653	87.4	502	67.2	245	32.8	137	18.3	52	7.0	53	7.1	3	0.4
1982	4035	725	100.0	86	11.9	639	88.1	466	64.3	259	35.7	144	19.9	53	7.3	57	7.9	5	0.7
1983	4075	738	100.0	91	12.3	647	87.7	474	64.2	264	35.8	146	19.8	56	7.6	56	7.6	6	0.8
1984	3986	720	100.0	84	11.7	636	88.3	460	63.9	260	36.1	143	19.9	52	7.2	59	8.2	6	0.8
1985	3999	736	100.0	81	11.0	655	89.0	458	62.2	278	37.8	157	21.3	58	7.9	58	7.9	5	0.7
1986	4109	787	100.0	99	12.6	688	87.4	492	62.5	295	37.5	173	22.0	58	7.4	59	7.5	5	0.6
1987	4157	794	100.0	106	13.4	688	86.6	481	60.6	313	39.4	165	20.8	72	9.1	71	8.9	5	0.6
1988	4125	782	100.0	105	13.4	677	86.6	464	59.3	318	40.7	164	21.0	77	9.8	70	9.0	7	0.9
1989	4144	781	100.0	97	12.4	684	87.6	446	57.1	335	42.9	161	20.6	86	11.0	80	10.2	8	1.0
1990	4187	799	100.0	94	11.8	705	88.2	435	54.4	364	45.6	166	20.8	105	13.1	88	11.0	5	0.6
1991	4209	774	100.0	104	13.4	670	86.6	418	54.0	356	46.0	162	20.9	100	12.9	89	11.5	5	0.6
1992	4123	762	100.0	105	13.8	657	86.2	400	52.5	362	47.5	152	19.9	112	14.7	94	12.3	4	0.5
1993	4231	786	100.0	112	14.2	674	85.8	403	51.3	383	48.7	156	19.8	122	15.5	101	12.8	4	0.5
1994	4228	784	100.0	113	14.4	671	85.6	408	52.0	376	48.0	150	19.1	122	15.6	101	12.9	3	0.4
1995	4156	762	100.0	110	14.4	652	85.6	388	50.9	374	49.1	147	19.3	120	15.7	103	13.5	4	0.5
1996	4109	749	100.0	108	14.4	641	85.6	374	49.9	375	50.1	144	19.2	119	15.9	108	14.4	4	0.5
1997	4181	761	100.0	108	14.2	653	85.8	376	49.4	385	50.6	150	19.7	121	15.9	110	14.5	4	0.5
1998	4182	742	100.0	111	15.0	631	85.0	354	47.7	388	52.3	152	20.5	123	16.6	105	14.2	8	1.1
1999	4192	767	100.0	107	14.0	660	86.0	356	46.4	411	53.6	159	20.7	132	17.2	114	14.9	6	0.8
2000	4383	814	100.0	120	14.7	694	85.3	357	43.9	457	56.1	173	21.3	147	18.1	130	16.0	7	0.9
2001	4698	962	100.0	157	16.3	805	83.7	379	39.4	583	60.5	216	22.4	205	21.3	154	16.0	8	0.8



Table N  
**Job Category 7 - SKILLED CRAFT 1973-2001+E21**  
Permanent Full-time Work Force

Year	Total Work Force	Job Category 7		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	451	100.0	451	100.0	0	0.0	394	87.4	57	12.6	26	5.8	24	5.3	6	1.3	1	0.2
1974	4464	511	100.0	511	100.0	0	0.0	433	84.7	78	15.3	31	6.1	35	6.8	11	2.2	1	0.2
1975	4513	513	100.0	513	100.0	0	0.0	438	85.4	75	14.6	29	5.7	35	6.8	10	1.9	1	0.2
1976	4489	527	100.0	527	100.0	0	0.0	441	83.7	86	16.3	36	6.8	35	6.6	14	2.7	1	0.2
1977	4408	573	100.0	573	100.0	0	0.0	440	76.8	133	23.2	67	11.7	50	8.7	15	2.6	1	0.2
1978	3894	502	100.0	501	99.8	1	0.2	389	77.5	113	22.5	58	11.6	42	8.4	12	2.4	1	0.2
1979	3858	488	100.0	488	100.0	0	0.0	365	74.8	123	25.2	58	11.9	48	9.8	16	3.3	1	0.2
1980	3948	504	100.0	503	99.8	1	0.2	358	71.0	146	29.0	73	14.5	50	9.9	22	4.4	1	0.2
1981	3941	488	100.0	485	99.4	3	0.6	335	68.6	153	31.4	77	15.8	53	10.9	22	4.5	1	0.2
1982	4035	494	100.0	490	99.2	4	0.8	340	68.8	154	31.2	81	16.4	51	10.3	20	4.0	2	0.4
1983	4075	499	100.0	494	99.0	5	1.0	345	69.1	154	30.9	80	16.0	54	10.8	18	3.6	2	0.4
1984	3986	488	100.0	484	99.2	4	0.8	327	67.0	161	33.0	82	16.8	55	11.3	22	4.5	2	0.4
1985	3999	483	100.0	479	99.2	4	0.8	322	66.7	161	33.3	79	16.4	60	12.4	20	4.1	2	0.4
1986	4109	481	100.0	479	99.6	2	0.4	323	67.2	158	32.8	79	16.4	55	11.4	21	4.4	3	0.6
1987	4157	490	100.0	488	99.6	2	0.4	333	68.0	157	32.0	79	16.1	57	11.6	18	3.7	3	0.6
1988	4125	485	100.0	481	99.2	4	0.8	329	67.8	156	32.2	79	16.3	56	11.5	18	3.7	3	0.6
1989	4144	501	100.0	496	99.0	5	1.0	339	67.7	162	32.3	79	15.8	61	12.2	19	3.8	3	0.6
1990	4187	500	100.0	493	98.6	7	1.4	340	68.0	160	32.0	77	15.4	59	11.8	19	3.8	5	1.0
1991	4209	498	100.0	491	98.6	7	1.4	330	66.3	168	33.7	76	15.3	67	13.5	20	4.0	5	1.0
1992	4123	482	100.0	474	98.3	8	1.7	313	64.9	169	35.1	73	15.1	72	14.9	18	3.7	6	1.2
1993	4231	472	100.0	464	98.3	8	1.7	303	64.2	169	35.8	69	14.6	72	15.3	20	4.2	8	1.7
1994	4228	454	100.0	445	98.0	9	2.0	285	62.8	169	37.2	70	15.4	70	15.4	20	4.4	9	2.0
1995	4156	443	100.0	435	98.2	8	1.8	279	63.0	164	37.0	68	15.3	68	15.3	20	4.5	8	1.8
1996	4109	420	100.0	409	97.4	11	2.6	259	61.7	161	38.3	62	14.8	69	16.4	21	5.0	9	2.1
1997	4181	420	100.0	409	97.4	11	2.6	252	60.0	168	40.0	65	15.5	72	17.1	22	5.2	9	2.1
1998	4182	406	100.0	394	97.0	12	3.0	241	59.4	165	40.6	64	15.8	70	17.2	23	5.7	8	2.0
1999	4192	417	100.0	405	97.1	12	2.9	249	59.7	168	40.3	61	14.6	75	18.0	26	6.2	6	1.4
2000	4383	417	100.0	405	97.1	12	2.9	243	58.3	174	41.7	60	14.4	81	19.4	27	6.5	6	1.4
2001	4698	442	100.0	428	96.8	14	3.2	265	60.0	177	40.0	61	13.8	80	18.1	31	7.0	5	1.1

Table O  
**Job Category 8 - SERVICE/MAINTENANCE 1973-2001**  
Permanent Full-time Work Force

Year	Total Work Force	Job Category 8		Male		Female		White		Total Minorities		Black		Hispanic		Asian		American Indian	
	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	4306	1097	100.0	1081	98.5	16	1.5	573	52.2	524	47.8	406	37.0	81	7.4	30	2.7	7	0.6
1974	4464	1087	100.0	1073	98.7	14	1.3	548	50.4	539	49.6	423	38.9	81	7.5	27	2.5	8	0.7
1975	4513	1075	100.0	1058	98.4	17	1.6	535	49.8	540	50.2	425	39.5	78	7.3	30	2.8	7	0.7
1976	4489	1023	100.0	1006	98.3	17	1.7	497	48.6	526	51.4	412	40.3	83	8.1	26	2.5	5	0.5
1977	4408	934	100.0	916	98.1	18	1.9	460	49.3	474	50.7	368	39.4	80	8.6	22	2.4	4	0.4
1978	3894	736	100.0	720	97.8	16	2.2	324	44.0	412	56.0	326	44.3	70	9.5	11	1.5	5	0.7
1979	3858	737	100.0	716	97.2	21	2.8	325	44.1	412	55.9	333	45.2	61	8.3	14	1.9	4	0.5
1980	3948	761	100.0	727	95.5	34	4.5	324	42.6	437	57.4	357	46.9	63	8.3	15	2.0	2	0.3
1981	3941	765	100.0	728	95.2	37	4.8	321	42.0	444	58.0	360	47.1	64	8.4	15	2.0	5	0.7
1982	4035	762	100.0	724	95.0	38	5.0	317	41.6	445	58.4	357	46.9	66	8.7	18	2.4	4	0.5
1983	4075	761	100.0	723	95.0	38	5.0	326	42.8	435	57.2	349	45.9	64	8.4	18	2.4	4	0.5
1984	3986	739	100.0	702	95.0	37	5.0	327	44.2	412	55.8	331	44.8	62	8.4	14	1.9	5	0.7
1985	3999	711	100.0	673	94.7	38	5.3	316	44.4	395	55.6	319	44.9	60	8.4	11	1.5	5	0.7
1986	4109	683	100.0	655	95.9	28	4.1	301	44.1	382	55.9	297	43.5	70	10.2	10	1.5	5	0.7
1987	4157	655	100.0	621	94.8	34	5.2	283	43.2	372	56.8	280	42.7	73	11.1	14	2.1	5	0.8
1988	4125	656	100.0	618	94.2	38	5.8	278	42.4	378	57.6	273	41.6	85	13.0	16	2.4	4	0.6
1989	4144	647	100.0	602	93.0	45	7.0	265	41.0	382	59.0	257	39.7	103	15.9	16	2.5	6	0.9
1990	4187	639	100.0	594	93.0	45	7.0	246	38.5	393	61.5	258	40.4	112	17.5	18	2.8	5	0.8
1991	4209	635	100.0	582	91.7	53	8.3	231	36.4	404	63.6	257	40.5	121	19.1	19	3.0	7	1.1
1992	4123	587	100.0	538	91.7	49	8.3	196	33.4	391	66.6	245	41.7	121	20.6	18	3.1	7	1.2
1993	4231	579	100.0	532	91.9	47	8.1	194	33.5	385	66.5	232	40.1	128	22.1	18	3.1	7	1.2
1994	4228	561	100.0	515	91.8	46	8.2	185	33.0	376	67.0	222	39.6	130	23.2	19	3.4	5	0.9
1995	4156	544	100.0	500	91.9	44	8.1	178	32.7	366	67.3	216	39.7	125	23.0	20	3.7	5	0.9
1996	4109	507	100.0	465	91.7	42	8.3	161	31.8	346	68.2	194	38.3	126	24.9	21	4.1	5	1.0
1997	4181	515	100.0	474	92.0	41	8.0	164	31.8	351	68.2	189	36.7	134	26.0	25	4.9	3	0.6
1998	4182	522	100.0	481	92.1	41	7.9	168	32.2	354	67.8	189	36.2	136	26.1	26	5.0	3	0.6
1999	4192	514	100.0	474	92.2	40	7.8	166	32.3	348	67.7	181	35.2	136	26.5	29	5.6	2	0.4
2000	4383	518	100.0	476	91.9	42	8.1	168	32.4	350	67.6	179	34.6	141	27.2	28	5.4	2	0.4
2001	4698	542	100.0	493	91.0	49	9.0	165	30.4	377	69.6	187	34.5	158	29.2	30	5.5	2	0.4